

**First Donald
Savage Award
Presented**

CHARLES Bigelow, Senior Scholar at the University of Manitoba and longtime veteran of the union movement among Canadian academics is the first recipient of CAUT's Donald C. Savage Award. The award has been instituted to recognize individuals who have made outstanding achievements in the promotion of collective bargaining and economic benefit in Canadian universities.

Dr. Bigelow's contributions to CAUT and CAUT's collective bargaining initiatives have been substantial — spanning four decades and involving faculty associations throughout Canada. He has held appointments at the universities of Alberta, Western Ontario, Memorial, Saint Mary's, Toronto and Manitoba. In the late 1960s he served on the executive and as president of the University of Western Ontario Faculty Association; in 1970-71, as chair of the Ontario Confederation of University Faculty Associations; in 1972-73 as President of CAUT, and in 1974-77 he was on Memorial's faculty association executive council; he has also served as vice-president of the University of Manitoba Faculty Association.

Dr. Bigelow is held in very high regard by the university community, and was heralded as eminently worthy of the recognition awarded by CAUT Council at its meeting on April 23.

The Donald C. Savage Award recognizes Dr. Bigelow's decades of service to the principles of fairness, openness and collegiality in Canadian academe and to collective bargaining as the means to protect and to promote those values. ■



**Our Universities,
Our Future.**

**Minister Rapped for
Reaping the Benefits**

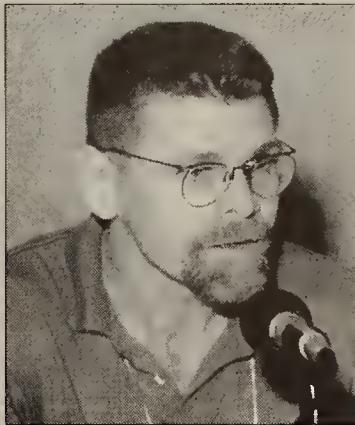
In a strongly worded letter to Industry Minister John Manley last week, CAUT President Bill Graham called on the minister to stop a controversial federal report advocating increased emphasis on the commercialization of university research.

This followed CAUT Council's unanimous adoption of a resolution in opposition to the draft report prepared by the Expert Panel on the Commercialization of University Research *Public Investments in University Research: Reaping the Benefits*, released at the end of March.

The report calls for commercialization to be the fourth mission of the university, in addition to teaching, research and community service.

It also proposes that all intellectual property created in federally funded research become the property of the university to facilitate its transfer to the private sector. University ownership is to be achieved either by federal legislation or by granting council policy that would deny funds to researchers at any university which did not have ownership of all intellectual property.

In addition, the report calls for universities to be given more money to expand their commercialization offices and activities. It also proposes stimulating business through tax breaks for high income earners and recipients of employee share options. Finally, in the context of a greater focus on commercialization, the report recommends the government consider increasing money for university research.



**Council Delegate Wayne Renke (Alberta) —
Outspoken opposition to the draft report.**

"The report shows little understanding of universities and the conditions that make them valuable to society," said Graham. "We are deeply troubled by the call for commercialization to become a key mission

See REAPING THE BENEFITS Page 8 

**Un groupe d'experts prône la
commercialisation de la recherche**

DANS une lettre bien sentie adressée au ministre John Manley la semaine dernière, le président de l'ACPPU, Bill Graham, lui a recommandé vivement de mettre un terme au rapport controversé prônant une plus grande commercialisation des résultats de la recherche universitaire.

Cette lettre fait suite à la résolution que le Conseil de l'ACPPU a adoptée à l'unanimité contre le projet de rapport rédigé par le Groupe d'experts sur la commercialisation des résultats de la recherche universitaire intitulé *Public Investments in University Research: Reaping the Benefits*, et rendu public à la fin de mars.

Les auteurs du rapport demandent que la commercialisation devienne la quatrième mission de l'université, aux côtés de l'enseignement, de la recherche et du service à la collectivité.

Ils proposent également que tous les droits de propriété intellectuelle détenus sur les recherches subventionnées par les deniers publics appartiennent à l'université dans le but de faciliter leur transfert au secteur privé. La propriété serait dévolue aux universités

situées au moyen d'une loi fédérale ou d'une politique des conseils subventionnaires qui refuserait l'octroi de subventions aux chercheurs dont l'université ne détient pas de propriété intellectuelle sur tous les résultats de recherche.

En outre, le rapport revendique plus de crédits pour les universités afin qu'elles puissent étendre leurs bureaux et leurs activités de commercialisation. Les auteurs du rapport proposent aussi de simuler les affaires à l'aide d'allégements fiscaux dont bénéficieraient les salariés à revenu élevé et les titulaires d'options sur des actions aux employés. Enfin, dans une conjoncture de plus en plus favorable à la commercialisation, le rapport recommande que le gouvernement envisage d'augmenter les fonds pour la recherche universitaire.

«Dans son rapport, le Groupe d'experts montre peu de compréhension à l'égard des universités et des conditions qui les rendent valables pour la société», a déclaré Bill Graham. «Nous sommes profondément préoccupés par cette exhortation à la

Voir COMMERCIALISATION à la page 4 

Prix Donald-C-Savage

CHARLES Bigelow, universitaire chevronné de l'Université du Manitoba et militant de longue date du mouvement syndical dans le milieu universitaire canadien, est le premier lauréat du prix Donald-C-Savage. Le prix a été créé dans le but d'honorer des personnes qui ont joué un rôle remarquable dans la promotion de la négociation collective et des avantages économiques dans les universités canadiennes.

L'apport de M. Bigelow à l'ACPPU et à ses initiatives en matière de négociation collective est considérable et s'étale sur quatre décennies, touchant des associations de professeurs de tout le Canada. Il a occupé des postes aux universités de l'Alberta, Western Ontario, Memorial, Saint Mary's, de Toronto et du Manitoba. Vers la fin des années 1960, il a été membre et président de l'exécutif de l'University of Western Ontario Faculty Associations. En 1970-1971, il a présidé l'Union des associations des professeurs des universités de l'Ontario et en 1972-1973, il a assumé la présidence de l'ACPPU. Il a siégé à l'exécutif de l'association des professeurs de l'Université Memorial en 1974-1977 et a également assumé la vice-présidence de l'University of Manitoba Faculty Association.

Malgré ses fonctions administratives à titre de doyen émérite à l'Université du Manitoba depuis 1990, il a encouragé les professeurs en grève en 1995 en s'assoyant au comptoir d'information de l'UMFA où il leur donnait les dernières nouvelles.

Tenu en haute estime par la collectivité universitaire, M. Bigelow a été proclamé éminemment digne de la reconnaissance que le Conseil lui a témoignée le 23 avril, à l'occasion de son assemblée.

Le prix Donald-C-Savage reconnaît les décennies que M. Bigelow a consacrées à la défense des principes d'équité, de transparence et de collégialité qui prévalent dans le milieu universitaire canadien et à la défense de la négociation collective, laquelle sert à protéger et à promouvoir ces valeurs. ■

Traduit de l'article «First Donald Savage Award Presented».

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2675, promenade Queenview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/520-2270;
Fax: 613/520-2417; Email: duhame@caut.ca

PRESIDENT/PRESIDENT
Bill Graham

EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL
James Turk

MANAGING EDITOR/RÉDACTRICE EN CHEF
Liza Duhame

ADVERTISING & CIRCULATION/PUBLICITÉ ET DIFFUSION
Stella Mazzarolo

EDITORIAL ASSISTANT/ADJOINTE À LA RÉDACTION
Louise D'Anjou

TRANSLATION/TRADECTION
Louise Caron

GRAPHIC DESIGN/GRAFISME
Kevin Albert

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LETTERS COURIER

Bahá'í community thanks CAUT for interest and concern

On behalf of the Bahá'í Community of Canada, as well as our co-religionists in Iran, I am writing to thank you and your colleagues in the association for the interest and concern you have shown in the fate of the Bahá'í Institute of Higher Education in Iran. We were pleasantly surprised and much encouraged by the publication of the facts of the situation in the Bulletin.

Faced by the refusal of Iranian authorities to allow members of Iran's largest religious minority, the Bahá'í Community, to attend post-secondary institutions of education, the attempt by the Iranian Bahá'ís to provide their young people some form of higher education through the Institute for Higher Education was a courageous and creative initiative.

We were astonished and appalled when we received word the Iranian regime intended to do what it could to shut down that one remaining avenue through which Iranian Bahá'í youth could advance their education.

Since the arrests of 36 staff members of the Institute of Higher Education in October 1998, 32 were eventually released. However, three of those arrested, we have now learned have been sentenced to prison terms of seven years in the case of Mr. Habibullah Ferdosian and Mr. Farrad Khajeh, and 10 years in the case of Dr. Sina Hakiman, all because of their involvement in providing higher education to young people.

The staff and students of the institute have decided to continue their efforts to maintain a schedule of study, lectures, laboratory work and class assignments, all conducted informally, through the use of distance-learning techniques, and despite the possibility of further threats and harassment by government officials, but now without the equipment and books that were seized in early October.

We are pleased to report the Director General's Office of UNESCO has launched an investigation. Though the mandate of UNESCO prevents public disclosure of the details of steps they are taking to address this violation of the right to education, we have received formal confirmation of UNESCO's efforts to address this intolerable situation.

We believe the interest and concern shown by academics in a number of countries are very much part of the reason UNESCO has responded. We are also aware that Iranian authorities themselves are aware of the international attention given this issue. While the situation facing Bahá'ís remains serious, we feel certain the attention of the international academic community serves to moderate the attempts to oppress the Bahá'í minority.

We have been particularly gratified by the response demonstrated within the Canadian academic community to a situation far beyond our borders, but one which Canadian university teachers have evidently understood to be a challenge to intellectual freedom and the rights which all human beings should enjoy to pursue higher education.

On behalf of the 28,000 member Bahá'í Community of Canada, please accept our sincerest gratitude for your having taken what is, no doubt, an unusual step for your association in voicing its concern about higher education far from Canada.

GERALD FILSON
Director of External Affairs
Bahá'í Community of Canada

Statistical profile in women's supplement incomplete

The statistical profile CAUT's Status of Women Committee provides (*Bulletin*, April) is by no means inclusive, which I find very ironic in a supplement dedicated to giving a voice to "Women in Post-Secondary Education."

The section that deals with Full-time Faculty by Gender, Type of Appointment and Rank conveniently leaves out instructors. While the types of instructor ranks vary from one university to another at the University of Manitoba they comprise Instructor I, Instructor II and Senior Instructor. However small the number may be, they have a right to representation.

In the introduction, it states "the CAUT Status of Women Committee publishes data ... from the Post-secondary Education Section of Statistics Canada, which annually collects information from university administrations across the country," now the committee should have immediately questioned why statistical information on this particular group was not forthcoming.

To be so naive and think that university administrations do not have this data readily available is ludicrous.

Further on this matter, CAUT should immediately address this issue and question what relationships and views university administrations and associations have with respect to their instructors.

CATERINA REITANO
French, Spanish & Italian
University of Manitoba

Statistics Canada does not make separate data available about instructors. Therefore we could not include it in our report. The full-time faculty data by rank, gender and type of appointment presented in the Bulletin is restricted to four ranks – full professor, associates, assistants and lecturers – to minimize uncertainty in the data presented. Statistics Canada collects information on six ranks: full professor, associates, assistants, lecturers, the rank below lecturers, and others (ungraded). Statistics Canada adopted this categorization because of the wide diversity of academic ranks for those not included in the first four ranks. This categorization makes it difficult to determine which employees are included in the last two ranks. Full-time faculty data for Canada for 1997-98, including Quebec data for 1996-97 for the last two categories combined: 124 Male Tenured/Leading to Tenure; 114 Female Tenured/Leading to Tenure; 111 Male Contract; 144 Female Contract; 4 Visiting Academics; and 59 full-time Continuing staff neither on tenure nor on definite term contracts. – ed.

3-Year Agreement at Queen's

QUEEN'S faculty voted 96% in favour of a new three-year agreement which will be in effect until April 30, 2002. Highlights include creation of continuing track and continuing adjunct appointments, and early retirement offers which include two plans: regular early retirement, and trial early retirement which provides for a trial period of leave supported by a university loan as a preliminary to retirement.

Formula for both retiring allowances is as follows: Retirement 5 or more years prior to normal retirement date: 6-12 years of Queen's service: 15 months' nominal salary; Over 12 to 26 years of service: 15 months' nominal salary plus one-half month's salary per year of Queen's service in excess of 12 years; more than 26 years of service: 22 months' nominal salary. Retirement within 5 years of normal retirement date, formula as calculated above multiplied by the following factors: 0.80 if 4 years early; 0.65 if 3 years early; 0.50 if 2 years early; 0.35 if 1 year early.

Compensation

Year 1: scale increase 1.45% (May 1); scale increase 0.7% (Nov. 1); professional expense reimbursement can be rolled over for three years; sabbatical leave compensation increased from 80% to 82.5% for leaves commencing in year

1; available life insurance coverage extended to \$200,000 maximum as of July 1, 1999.

Year 2: enhanced dental plan (major restorative, 50 per cent co-insurance), employer pays 75% of premium; professional expense reimbursement increased to \$1,100; beginning Dec. 1, 1999, the parties can commence bargaining all salary and benefit issues for Year 2. If no agreement, final offer selection arbitration for scale (pursuant to collective agreement provisions), and status quo for other related provisions unless adjusted by agreement.

Year 3: beginning Dec. 1, 2000, the parties can commence bargaining all salary and benefit issues for Year 3. If no agreement, final offer selection arbitration for scale (pursuant to collective agreement provisions), and status quo for other related provisions unless adjusted by agreement; professional expense reimbursement increased to \$1,200.

Anomaly

\$110,000 to be distributed in each of the three years. Fund to be administered by a side-table of the parties and distributed according to priorities in the agreement. V-P Academic must report on how money is allocated; V-P/Deans to continue to distribute \$90,000 in each of the three years pursuant to collective agreement provisions. ■

A Dangerous New Era — Copyright in the Digital Age

“PEOPLE’S eyes glaze over when they hear the word ‘copyright,’ says CAUT executive committee member Ken Field. “But this important stuff.”

How important? According to Field, we are entering a dangerous new era: “The worst case scenario is that scholarly material will be removed from the public domain, locked up in electronic form, and be available only on a pay per use basis. The days of pulling a reference book from a library shelf to do basic research could be over.”

To fend off this nightmare of capitalism run amok, Field is spearheading the CAUT endeavor to maintain the traditional balance between the owners and users of copyright material in the digital age. The concept of “fair dealing” (the right to copy a portion of a work for educational, research or private personal use without the consent of the copyright owner) is central to this effort.

CAUT is a member of the Copyright Coalition, a group of like-minded organizations, to en-

sure the public interest in an “information common” is not subsumed by the forces of private greed. The task will not be an easy one says Field. “Marshaling something as nebulous as ‘public interest’ against profit-hungry media conglomerates is a daunting challenge, but opposition is growing.”

Indeed, the struggle against the privatization of knowledge appears to have scored an early success. In January of this year the federal government released draft regulations on “fair dealing” at libraries and educational institutions. The government heeded the Copyright Coalition’s urging that these regulations take the least restrictive form possible.

The coalition is now turning its attention to the role of copyright in the digital age. Officials in Industry Canada and Heritage Canada indicate that a discussion paper charting the general direction of government policy is to be released in the fall and that a process of consultation with “stakeholders” will follow.

CALL Conference in Toronto

Fighting Systemic Discrimination — What Are the Options?

“WHERE Do We Go for Equity?” was the subject of a panel presentation by CAUT staff lawyer Shaheen Hirani at the annual meeting of The Canadian Association of Labour Lawyers held in Toronto from April 30 to May 2. The conference heard a number of panel presentations on how changing economic and political environments were affecting a number of labour issues.

Hirani’s presentation was one of the highlights on the first day’s discussion of equity and the choice of forums for bringing forward cases of discrimination. Hirani focused on the choice of forums for systemic discrimination complaints. She examined the advantages and disadvantages of taking such cases to grievance arbitration and to human rights tribunals. An overview of Ms. Hirani’s presentation is reproduced below.

IN the university context, recent developments at MIT (see note) have focussed mainstream media attention on systemic problems that women face in academia. Cases from Canadian universities continue to challenge both faculty associations and administrators. Questions include where to seek remedial measures, and how to achieve the broadest and most effective results to counteract years of inequality experienced by members

of equity-seeking groups in hearings, promotions, tenure and other “climate” issues.

Hirani’s comments focussed primarily on the remedies available in each legal forum, the jurisdictional problems likely to be encountered, and the practical realities of evidence and time limits.

Hirani emphasized that the reason behind the relative few numbers of cases litigated on systemic discrimination grounds is largely due to the complexity and broad scope such cases necessarily involve. For example, systemic complaints require a large volume of statistical and other expert evidence that often can be difficult to collect and difficult to have considered properly by an expert panel or tribunal.

Another important concern is the ability of various decision-makers to award the far-reaching remedies that systemic discrimination complaints require. This, Hirani explained, is a function both of the perceived abilities of arbitrators as well as Human Rights Tribunals to award broad remedies, combined with the practical realities of achieving systemic relief through processes that were intended and designed for individualized complaints and remedies.

The time delays and taxing emotional toll on those involved in such cases is also important to

weigh in choosing a forum in which to bring these complaints, Hirani acknowledged. Often it takes years for systemic cases to reach hearing, and even then the outcomes are not guaranteed.

However, she also reiterated that systemic discrimination complaints, despite the hurdles of time and resources, can provide the most lasting and substantial changes that benefit staff.

In the few cases that have been litigated successfully, it is exciting and challenging to see the demonstrated abilities of employment equity and other broad remedies to subvert the continuing effects of systemic discrimination, Hirani noted.

HIRANI concluded by encouraging advocates for equity to seek initiatives and alternatives other than just legal routes to achieve changes in their workplaces, including direct action, media campaigns and using the collective bargaining process to push forward the equity agenda. ■

The Massachusetts Institute of Technology recently acknowledged the existence of systemic barriers to women faculty members in the School of Science in a report which outlines both temporary and long term solutions for achieving equity at the university. The full report, *A Study on the Status of Women Faculty in Science at MIT*, is available at <http://web.mit.edu/fnl/women/women.html>.

M.I.T. Report Exposes Sex Discrimination

ENDER discrimination in the School of Science at the Massachusetts Institute of Technology is substantive and pervasive. The report acknowledges a report released by MIT in March. Five years in the making and initiated by several female faculty members in the school, the report documents a pattern of discrimination in hiring, awards, promotions, committee work, laboratory space and research money. The report also notes the percentage of female faculty in the school has remained virtually unchanged for years, and there has never been a female department head or associate head.

Field is particularly concerned about the database issue. Recent court decisions in Canada and the United States have rejected the extension of copyright protection to databases that are mere compilations of facts. As a result, powerful interests are clamouring for legislation that will extend the right that courts have declined to provide.

Should this legislation proceed, what was once mere facts in the public domain will become, through inclusion in a protected database, private property that is accessible only for a price.

“Your eyes might glaze over now when you hear the word ‘copyright,’ concludes Field, “but if we can’t preserve the ‘information commons’ those same eyes will pop right out of your head when you get the bill for material that once was available free.” ■

country, despite the growing number of professors who are women. In a report issued in February, the American Association of University Professors found that over the last 20 years the gap between salaries for male and female professors has widened although female professors now constitute one-third of the faculty nationwide.

MIT officials say a move to increase the number of tenured women faculty is under way along with other efforts to redress inequities in the allocation of resources. Initiatives to promote university-wide equity data research are also being discussed. ■

A Study on the Status of Women Faculty in Science at MIT can be viewed at <http://web.mit.edu/fnl/women/women.html>.

NSCAD Regains Lost Ground

ALMOST a year and a half after the end of the Nova Scotia government’s legislated freeze on collective bargaining, the faculty and librarians at the Nova Scotia College of Art and Design have ratified a new collective agreement. The term of the contract is from Nov. 1, 1997 to June 30, 2001, with a salary re-opener on July 1, 2000.

The bargaining team successfully negotiated the return of the three per cent salary rollback, as well as the return of the “missing grid point” which was withheld in July 1994, as part of the provincial wage freeze legislation.

Although the college’s faculty members are still among the lowest paid faculty in Canada, they made significant improvements to their salary scale. Depending on rank and salary grid position, members will receive between 3.8% and 4.3%, and the restoration of the 3% rollback, retroactive to Nov. 1, 1997 (the end of the freeze on collective bargaining); a scale increase of approximately 3.5% retroactive to July 1, 1998; and on July 1, 1999, a scale increase of between 2.1% and 3.3%. One additional step will be added each year to the Assistant, Associate and Full Professors grids. These increases are “front loaded” which will mean substantial back pay for NSCAD members. In total, these improvements will result in percentage increases of approximately 22% over the period July 1, 1997 to July 1, 1999.

Other changes pertain to such things as course relief for the union president and chief negotiator; a commitment to discussions on flexible retirement; improvements and clarifications to the workload article; guidelines for class size; clear, enforceable limits

on contact hours; new articles on technology, openness and transparency; provisions for periodic reviews of senior academic administrators; consultation with the Faculty Forum (senate equivalent) before establishing, modifying or discontinuing programs; and new provisions to allow members to receive a portion of their salary as a research grant.

Shortly before the freeze on collective bargaining came into effect, FUNSCAD had reached a voluntary recognition agreement with the employer to include “adjunct” faculty in the bargaining unit. Adjuncts, now called regular part-time faculty, are those part-time faculty members who had been granted priority consideration for teaching assignments in recognition of their long service to the college. The freeze on collective bargaining halted negotiating the terms and conditions of employment for these new members.

FUNSCAD views its most significant accomplishment in this round of negotiations to be the extent to which these faculty members are integrated into the agreement. There are now clear, fair procedures for determining how part-time faculty members become eligible for regular part-time status, how regular part-time faculty appointments are granted, and how teaching assignments are distributed.

Regular part-time faculty will have salary parity with other unionized part-time faculty in Nova Scotia; a research fund has been established so they can apply for funding to attend conferences or to support other research activities; and their family members are now eligible for tuition reductions. ■

New Zealand Workloads Worry University Staff

FOUR in ten university staff suffer frequent job stress according to a study commissioned by the Association of University Staff of New Zealand and authored by the New Zealand Council for Educational Research. *Workload and Stress in New Zealand Universities*, an update of a 1994 study, paints a grim picture of increasing workloads, loss of research time and the negative impacts of university restructuring.

Stress levels were highest for academic staff with nearly half reporting frequent job stress, while twice as many academics believed the quality of their teaching and research had deteriorated as a result of changes in the workplace.

Other findings in the study include: more staff reported a work-related illness or injury than in 1994; of those reporting a work-related illness or injury, most reported general stress effects (e.g., insomnia), or general illness/feeling run down; compared to 1994, significantly more academics re-

ported a decrease in the quality of their physical health; work-related stress was linked to work and workloads, rather than content of jobs; stress levels were higher for those working more hours per week, taking work home or working in the evenings, employed part-time, or feeling some insecurity about their employment; and, less than half the present staff expected to be in university employment in five years' time.

AUS says morale is at an all time low and the survey puts to death "the image deliberately put across by the government that university staff are a lazy elite who spend one third the year on holiday and whinge about accountability." ■

Copies of *Workload and Stress in New Zealand Universities* are available for purchase from NZCER or AUS — contact Anna Chalmers at NZCER anna.chalmers@nzcer.org.nz or Michael Gibbs at AUS michael.gibbs@aus.ac.nz.

Source: AUS Bulletin, December 1998.

Le défaut de remboursement des prêts étudiants

IL y a quelques années, le gouvernement fédéral a réduit de façon importante les transferts aux provinces pour la santé, l'enseignement postsecondaire et l'aide sociale. Malgré les augmentations récentes, ces transferts ne sont pas revenus à leur niveau de 1994.

À un même moment les gouvernements provinciaux réduisaient leurs subventions aux universités et permettaient à celles-ci d'augmenter considérablement les frais de scolarité. Les frais de scolarité moyens pour les étudiants du 1^{er} cycle en arts, à la grandeur du Canada, ont augmenté de plus de 90 % au cours des huit dernières années, soit de 1 644 \$ en 1990 à 3 179 \$ en 1998. Les variations sont considérables d'une province à l'autre, allant d'une hausse de 52 % en Colombie-Britannique à 113 % en Ontario en huit ans.

Pendant la même période, le coût de la vie calculé selon l'Indice des prix à la consommation, a grimpé de 16,7 %. Pour répondre à la demande accrue de prêts étudiants, le gouvernement fédé-

ral augmentait il y a quelques années le montant maximum permis d'un prêt étudiant. Mais cette mesure, bonne en soi, a eu un effet pervers.

Conjuguant à la hausse des frais de scolarité et des autres dépenses étudiantes, à des emplois moins bien rémunérés et à un taux de chômage élevé, les étudiants ont commencé à s'endetter davantage. La situation s'est aggravée du fait que le gouvernement fédéral n'a pas un régime fédéral de bourses d'études accordées uniquement selon les besoins financiers des étudiants(e)s. En combinant ces facteurs, on obtient une dette d'études moyenne de 25 000 \$ actuellement à la diplômatation, soit presque le triple de la dette moyenne en 1990, qui atteignait 9 000 \$. Selon la Fédération canadienne des étudiantes et des étudiants, les étudiants d'ici sont parmi les plus endettés au monde. Face à un marché du travail où les emplois sont de plus en plus aléatoires, l'importante dette d'études posera de sérieux problèmes aux diplômés des prochaines années.

C'est dans ce contexte qu'apparaît le phénomène du *défaut de remboursement des prêts d'étude*. Les établissements financiers insinuent qu'il y a de plus en plus de personnes qui ne remboursent pas leurs prêts d'étude. Il est à noter que depuis 1995, les statistiques ayant trait au défaut de remboursement sont compilées par les établissements financiers, lesquels refusent de les rendre publiques.

Cela est dû à de multiples causes. Parmi celles-ci notons le montant même de la dette d'étude. Celui-ci peut être tellement élevé que le diplômé ne peut rembourser sa dette. Une autre cause possible est un revenu insuffisant après les études, surtout si le diplômé est en chômage ou s'il occupe des emplois volatils. Il a aussi été démontré que la non-obtention d'un diplôme représente un facteur important influant sur la probabilité du défaut de remboursement.

L'information aux étudiants est un autre facteur important. Plusieurs sont mal informés quant au programme de prêt. Par exemple, un tiers seulement des emprunteurs étudiants connaissent le Régime canadien d'exemption d'intérêts. De plus, il semblerait que les institutions financières prêtant aux étudiants auraient un rôle important à jouer dans le phénomène du défaut de remboursement.

Finalement, le type d'établissement d'enseignement jouerait un rôle. L'étude d'envergure de Gross Gilroy menée au Canada signalait qu'avec un revenu constant après les études, les étudiants de niveau collégial présentaient des défauts de remboursement supé-

rieurs de 15 points de pourcentage à ceux du niveau universitaire, et ceux des étudiants ayant fréquenté un institut de formation professionnelle comptaient encore 10 points de pourcentage de plus.

Certains gouvernements et certaines institutions financières voudraient rendre les établissements d'enseignement responsables des défauts de remboursement et envisage même de « punir» ceux dont le taux de défaut de remboursement dépasserait un certain seuil. Une des « punitions» serait de radier un établissement de la *liste d'agrément*. Notons que la liste d'agrément est tout simplement la liste des établissements, publics et privés, dont les étudiants peuvent bénéficier d'un prêt. On dit que ces établissements sont *agrés* ou *designés*.

Suite à ces développements, plusieurs organisations dont l'ACPPU ont fait des pressions pour une consultation sur le défaut de remboursement et sur la procédure d'agrément ou de désignation.

Le gouvernement fédéral a répondu en organisant un *Groupe de travail sur l'agrément et les défauts de remboursement*. Ce groupe de travail est composé de représentants du gouvernement fédéral, des provinces et des associations, dont l'ACPPU, oeuvrant dans le secteur postsecondaire.

Il s'est réuni au mois d'avril durant deux sessions intensives de deux jours chacune. Malheureusement durant ces réunions, on a eu tendance à blâmer les institutions postsecondaires et les étudiant(e)s pour les problèmes reliés au non-remboursement de prêts d'études. Au cours de ces réunions, les porte-parole du gouvernement ont toujours nié que les causes de ce problème n'avaient aucune implication gouvernementale.

Lors de ces rencontres, le délégué de l'ACPPU, avec les représentants des organisations oeuvrant dans le secteur *public* de l'enseignement postsecondaire a fait valoir que radier un établissement public de la *liste d'agrément* équivaut à la peine de mort pour cet établissement, et que la responsabilité du défaut de remboursement reposait sur de nombreux acteurs dont les étudiants, les gouvernements, les institutions financières préteuses et finalement les établissements d'enseignement.

Un expert a été chargé de faire un rapport synthèse des efforts du groupe de travail, mettant en évidence les points d'accord (ils sont nombreux) et ceux où les parties se sont entendues pour être en désaccord. ■

Le rapport sera publié au milieu de mai et tous les participants pourront faire leurs commentaires à ce moment là. L'ACPPU se propose évidemment d'être encore active à cette étape.

Un groupe d'experts prône la commercialisation de la recherche

Suite de la PAGE 1

commercialisation pour en faire une des missions clés de l'université, au même titre que l'enseignement, la recherche et le service à la collectivité. Notre système public d'enseignement joue un rôle capital dans le maintien du caractère et des objectifs de la vie sociale, économique et politique canadienne. Pour y parvenir, nos établissements d'enseignement publics doivent être libérés de liens obligatoires avec les secteurs privés et commerciaux ou avec d'autres intérêts particuliers. C'est pourtant ce que le rapport recommande.

Le rapport s'attaque aux chercheurs universitaires et laisse entendre, au seul endroit du document en italien et en caractères gras, que leur comportement est anti-canadien, soutenant que leur laisser la propriété intellectuelle équivaut à fournir un moyen de transférer massivement à l'étranger une précieuse technologie.

«Cette critique est mal placée», a poursuivi M. Graham. «Elle omet la longue tradition des entreprises canadiennes de pointe qui courisent activement les intérêts étrangers pour mieux prendre de l'expansion. De plus, la plupart des inventions brevetables, si elles ont de la valeur, constituent des améliorations mineures à des produits ou à des procédés de fabrication existants. Elles intéresseront principalement les en-

treprises déjà dans le secteur, dont le nombre d'entre elles sont étrangères. Certes, la protection des intérêts canadiens n'est guère facile. Il est toutefois injuste et trompeur de rejeter la responsabilité du problème sur les chercheurs universitaires.»

M. Graham a en outre déclaré au ministre que le groupe d'experts ne semblait pas tenir compte de l'histoire du développement scientifique. «L'intérêt résolu du rapport dans la commercialisation empêche de voir que la plupart des découvertes d'ultime importance commerciale sont le fruit de la recherche fondamentale dont les retombées commerciales semblaient peu probables au départ», a-t-il ajouté.

«Si les politiques que le groupe d'experts a recommandées avaient été mises en oeuvre il y a plus de 100 ans, une grande partie de la recherche de la plus haute importance commerciale aurait eu peu de soutien.»

Selon M. Graham, le rapport traduit une insensibilité à l'importance des valeurs sociales et culturelles qui sous-tendent une bonne partie de la recherche profitable aux Canadiens et Canadiennes et dont les dérivés n'ont aucune valeur commerciale.

L'ACPPU a en outre fait part de ses préoccupations quant à la manière dont le rapport a été préparé et à la hâte excessive avec laquelle on l'a fait valoir.

«Les professeurs ou les chercheurs n'ont pas été consultés avant que le rapport nous parvienne le 28 mars», a déclaré James Turk, le directeur général de l'ACPPU. «On nous a ensuite dit que le rapport serait soumis au Conseil consultatif des sciences et de la technologie le 11 mai et au Cabinet le 29 mai.»

De toute évidence, le gouvernement fédéral ne voulait pas réellement de commentaires», a-t-il ajouté.

Le groupe d'experts est présidé par Pierre Fortier, pdg de Innovitech Inc. (six des neuf membres du groupe sont présidents ou vice-présidents de sociétés privées, dont la Banque Royale et Nortel Networks). Deux membres représentent les administrations universitaires : James Murray, vice-recteur adjoint à la recherche et aux relations industrielles de l'Université de l'Alberta et Robert Miller Junior, vice-recteur adjoint à la recherche de l'Université de Washington à Seattle. Le dernier membre est Tom Brzustowski, président du Conseil de recherches en sciences naturelles et en génie du Canada. ■

Des exemplaires du projet de rapport ont été distribués à chaque association de professeurs à l'assemblée d'avril du Conseil de l'ACPPU. Le rapport devrait être disponible au bureau des associations locales.

Traduit de l'article «Minister Rapped for Resping the Benefits».

Making the News — Workshop Helps Associations Get Their Message Out



CAUT's public awareness campaign — Our Universities, Our Future — was a central topic of discussion at CAUT's Council meeting in April.

David Robinson, CAUT's new director of public policy and communications, provided Council with a preview of the plans for the Sept. 14 official launch of the campaign. The campaign's objective is to raise public awareness of the impact of public funding cuts, tuition increases and the increasing commercialization of Canada's colleges and universities. The national launch will be followed by a major conference on Oct. 29-31 on commercialization of post-secondary education, and by a federal lobby day on Nov. 18.

Turning to a discussion of media and communications strategy, Robinson walked delegates through a number of public opinion polls and noted some key challenges CAUT and its associations will need to address.

Robinson said the first challenge is that CAUT is relatively unknown both in media circles and among the general public. To address this, CAUT is in the process of developing a comprehensive media list, issuing regular op-eds to press outlets, and providing new publications and background information to key journalists and columnists.

Robinson also noted that, with few exceptions, the mainstream media will likely be hostile to calls for increased core funding of universities and colleges, and for a reversal in the commercialization of education and research. Anticipating the reaction from the conservative press and responding quickly to criticism will be essential.

Following the presentation, local and provincial associations received a crash course in media relations. In workshops, Council delegates were given a fictitious press release in which their "provincial" government announced plans to eliminate the tenure system. Working under a tight deadline, each workshop was given the task of preparing a news statement to be delivered to the media in response to the government's announcement.

Each workshop selected spokespersons to conduct a simulated news conference — complete with reporters and photographers — before all the delegates in Council chambers.

Bob Rupert, professor of journalism at Carleton University, and Gail Lem, former *Globe and Mail* reporter and currently Vice-President, Media, of the Communications, Energy and Paperworkers Union, played the role of aggressive reporters. Vincent Mosco, professor of communications at Carleton University, and Tom O'Brien, national rep in the communications department of the Canadian Labour Congress, provided comment on each news conference.

Delegates learned some important lessons in dealing with reporters: try to illustrate your argument with a concrete example, be as concise as possible, try to come up with quotable statements, and never argue with a journalist — they will always have the last word.

At the end of the presentations, the journalists and commentators offered some parting words of advice.

"You have to recognize that many reporters may be sympathetic to your goals," said Gail Lem.

ABOVE — Simulated news conference at CAUT Council provides the venue for MAUT reps Edith Zorychta & Daniel Gilton to learn how to approach the media and get their message out.

"But you also have to put yourself in their shoes, and understand the constraints they face. Given the degree of media ownership concentration in Canada, many reporters will self-censor their work for fear of offending an owner who may be the only game in town."

Bob Rupert emphasized the need for CAUT and its associations to communicate to the media in a more accessible manner.

"This doesn't mean you have to 'dumb-down' your message," Rupert insisted. "In fact, it means you have to be smarter at how you communicate."

Tom O'Brien agreed, and underlined the need for university and college teachers to shake off their elitist image: "The general perception out there is that you folks are out of touch and elitist. That's why it's important in your communications work that you don't add fuel to this stereotype by speaking in broad theoretical terms. Use concrete examples and real stories. Show people that you really care emotionally about the issue."

"In developing our overall communications strategy, it's vital that we respect the public," added Vincent Mosco. "That means we can't simply dismiss their concerns about taxes or the shrinking size of their pay cheques. We have to recognize those concerns as legitimate and make the case that these problems will get worse if we don't fund education now." ■

Banks Take Aim at Students in Debt

A FEW years ago, the federal government announced major cuts in transfer payments to the provinces for health, post-secondary education and social assistance. Despite recent increases, these transfers still fall short of their 1994-1995 level.

At the same time, provincial governments were cutting grants to universities and approving significant hikes in tuition fees. Average tuition for undergraduate students in the arts, across Canada, has risen by more than 90 per cent over the past eight years, from \$1,644 in 1990 to \$3,179 in 1998. The increase has varied considerably between provinces, from 52 per cent in British Columbia to 113 per cent in Ontario over eight years.

During the same period, the cost of living, based on the Consumer Price Index, rose by 16.7 per cent. To meet increased demand for student loans, the federal government raised the ceiling for student loans a few years ago, but its good intentions have had a perverse effect.

The combination of rising tuition fees and other student expenses with low-paying jobs and high unemployment has driven growing student debt. The situation has been aggravated by the lack of a federal government scholarship plan based solely on student financial need. All these factors together have pushed average student debt to \$25,000 at graduation, almost triple the 1990 level of \$9,000. The Canadian Federation of Students claims that students in this country are among the most indebted in the world. Faced with a labour market characterized by declining job security, graduates will encounter serious problems in coming years with heavy student debt.

These factors have led to the growing phenomenon of *student loan defaults*. Financial institutions insinuate that growing numbers of students are not repaying their loans. It should be noted that since 1995, statistics on loan defaults have been compiled by the financial institutions, which refuse to release these figures to the public.

There are a number of reasons why students default. These include the actual amount of the debt, which may be so high that a graduate is unable to make repayment. Another possible cause is inadequate income after graduation, especially if a graduate is unemployed or does not have a secure job. It has also been shown that failure to earn a degree is a key factor in the likelihood of loan default.

Information available to students is another important consideration. Many students are poorly informed about the loans program. For example, only one third of student borrowers know about Canada's Interest Relief Plan. Fi-

nancial institutions making student loans also appear to have a significant role to play in resolving the problem of loan defaults.

Finally, the type of educational institution also has an impact. The comprehensive Gross Gilroy study conducted in Canada indicated that at constant post-graduate income, college graduates defaulted at a rate 15 percentage points higher than university graduates, while graduates of a professional training institute defaulted at a rate 10 points higher still.

Some governments and financial institutions would like to make educational institutions responsible for loan defaults and are even considering "punishing" those with a default rate above a certain threshold. One "punishment" would be to de-designate an institution on the *designation list*. This is simply the list of public and private institutions whose students are eligible for a loan. These institutions are said to be *designated*.

In response to these developments, several organizations, including CAUT, called for consultations on loan defaults and the designation procedure.

The federal government has responded by setting up a *Working Group on Designation and Defaults*. This group consists of representatives from the federal government, the provinces, and associations active in the post-secondary sector, including CAUT.

The group held two intensive sessions in April of two days each. Unfortunately, there was a tendency at these meetings to blame post-secondary institutions and students for the problems related to student loan defaults. During these discussions, government spokespersons consistently denied that the government had any role in this problem.

At these meetings, the CAUT delegate, with representatives of organizations working in the public post-secondary education sector, argued that removing a public institution from the *designation list* was the equivalent of a death sentence for that institution; and that responsibility for loan defaults rests on the shoulders of many players, including students, governments, financial lending institutions, and finally, educational institutions.

A noted expert on student assistance has been commissioned to draft a summary report of the group's work, highlighting the many points on which there is agreement and those on which the parties have agreed to disagree.

The report will be released in mid-May and all working group participants will be able to respond at that time. ■

Translation of the article "Le défaut de remboursement des prêts étudiants."

COUNCIL HIGHLIGHTS

Dr. Nancy Olivieri Guest Speaker at Council Banquet



Dr. Nancy Olivieri was invited to speak at the CAUT Council banquet on April 23. When Dr. Olivieri, in the face of threats from drug manufacturer Apotex, decided to go public with her research findings neither the Hospital for Sick Children nor the University of Toronto supported her decision. She reviewed what happened to her and thanked CAUT and UTFA for their active defence of her academic freedom. Dr. Olivieri received two standing ovations from Council delegates.

Defence Fund Proves Its Worth

During the past six months the CAUT Defence Fund Trustees have been called upon once again to provide strike benefits, loans and solidarity visits for striking academic staff.

The second strike by the Mount Allison Faculty Association in seven years was the focus of Defence Fund activity earlier this year. The strike benefits paid by the fund and the generous support of other associations meant the financial position of many MAFA members, especially younger colleagues, was not harmed by the strike. In addition to financial support, the trustees organized two very successful national solidarity visits to strike headquarters in Sackville. The unprecedented record of five strikes in the last three academic years indicates that the fund will continue to be called on to provide support when the collective bargaining process reaches an impasse.

The current situation at the University College of Cape Breton, where faculty have been without a contract since 1991 is particularly acute. In addition, there are many associations who will begin bargaining before the fall.

The Defence Fund wishes them success in reaching collective agreements, and stands ready to help should it become necessary. The Defence Fund web site <http://defencefund.ca> has a permanent record of the sites created by associations during their strikes.

NEWS · ACTUALITÉS

Mediated Deal at Toronto

THE University of Toronto Faculty Association (UTFA) has reached a mediated settlement with the university's governing council. The mediator was Martin Teplicky.

The three-year agreement, ending June 30, 2002, calls for salary scale increases of 1.5%, 2.0%, and 1.5% respectively, plus normal PTR increases.

Major improvements to the salary scheme raise the salary breakpoint from the current \$90,000 to \$99,800 for professorial ranks, from \$66,400 to \$75,625 for librarians, and from \$68,650 to \$78,200 for lecturers, the university's teaching stream faculty. The result is that base salary will rise by 15% on average for faculty and librarians below the breakpoint, and by 9% on average for those above the breakpoint.

Ful full pension contribution holidays in the first two years, and a 50% holiday in the third year will add an additional \$8,000 to \$13,000 income to faculty and librarians over the course of the contract.

After many years of trying, UTFA finally achieved an expense reimbursement program worth \$250 per year. "The amount of \$250 is absurdly small," said chief negotiator Lloyd Gerson. "It's about one-third of the provincial average. Nevertheless, the administration, having at long last conceded in principle that reimbursement for legitimate expenses is their responsibility, will be hard pressed to deny a very substantial increase in the next round of bargaining."

Also on the pension front, \$9 million will be spent to improve the pensions of existing retirees — a 20% increase in the total amount of pension money paid to retired faculty and librarians.

In addition, the accrual rate on the portion of the member's highest average salary up to the average CPP maximum salary (currently \$37,400) will be increased from 1.3% to 1.5% for all past and future pensionable service. A Supplementary Retirement Arrangement.

ment, negotiated in the last round of bargaining, ensures that every dollar earned above the CPP maximum salary will earn 2% in pension, times years of pensionable service, to a maximum salary of \$150,000.

"The main negative fact," said Gerson, "is that we did not achieve a new defined contribution pension plan. That was not unexpected, but this is something we will continue to work for as vigorously as possible."

Gerson says faculty and librarians at the university are being denied the sort of pension that is available to about 95% of academics in North America. "Such a plan is vastly superior to our own. This can be easily and decisively demonstrated. And the only reason we are being denied it is to enable the administration to have available to itself a yearly discretionary fund in the neighborhood of between \$25 and \$30 million arising from their pension contribution holidays." ■

Examen de la Loi sur les droits de la personne

LA ministre de la Justice, Anne McLellan, a annoncé la mise sur pied d'un comité d'examen chargé de revoir la *Loi canadienne sur les droits de la personne* pour la rendre plus actuelle et pour améliorer le mécanisme de règlement des plaintes.

Le comité sera présidé par l'honorable Gérard Laforest, un ancien juge de la Cour suprême spécialiste dans les domaines de l'administration, du droit constitutionnel et des droits de la personne. Les autres membres sont William Black, professeur en droit de la personne à l'Université de la Colombie-Britannique, Renée Dupuis, avocate à Québec et ex-commissaire à la Commission canadienne

des droits de la personne, et Harish Jain, professeur à l'Université McMaster et spécialiste en matière de discrimination systémique.

Ce groupe d'experts en droits de la personne étudiera de nouveaux motifs de discrimination, toutes les exemptions maintenant prévues par la loi, le champ d'application de la loi ainsi que les moyens de simplifier et d'accélérer le mécanisme de règlement des plaintes.

On s'attend à ce que le comité d'examen tienne des séances de consultation auprès du public. Il fera rapport à la ministre d'ici avril 2000. ■

Traduit de l'article «Panel to Review Human Rights Act».

Waterloo Settles Salary Components

THE Faculty Association of the University of Waterloo and the board of governors have ratified a salary settlement for 1999/2000. The one-year deal negotiated under the terms of the memorandum of agreement in place at Waterloo took effect on May 1. Components include: scale increases of 1.5%; professional expense reimbursement increases to \$1,300; extra one-quarter PTR for partial restoration of amounts lost during Ontario's social contract (value is 0.55%); and extension of ability to swap one week of vacation for 2% pay increase when within three years of retirement to April 30, 2005 (for retirement at April 30, 2008). ■

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Statistics Canada Releases Joint Report on Graduates

Human Resources Development Canada/ StatsCan "Class of '95" survey provides comprehensive look at the fate of post-secondary graduates.

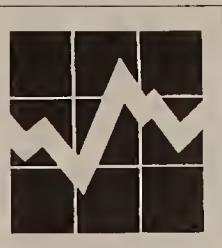
A NEW publication released April 28, *The Class of '95: Report of the 1997 National Survey of 1995 Graduates* provides a comprehensive look at how 1995 graduates of trade and vocational schools, colleges and universities fared in the labour market two years after graduation.

The 1997 National Survey of 1995 Graduates, conducted in partnership with Human Resources Development Canada, interviewed 43,000 graduates about their education, training and labour market experiences, two years after graduation.

In 1995, nearly 300,000 students graduated from these institutions. They entered the labour market in favourable times, while the economy was generally expanding. In June 1997, two years after they graduated, 79 per cent of trade and vocational graduates, 85 per cent of college graduates and 83 per cent of university graduates were employed either full-time or part-time. These percentages were similar to previous graduating classes of 1990, 1986, and 1982.

University commerce and engineering graduates were the most successful in finding full-time work. Two years after graduation, 85 per cent of university commerce and 81 per cent of engineering graduates were working full-time. Only five per cent of commerce and three per cent of engineering graduates were working part-time during the same period, the lowest rate among all 1995 university graduates.

About 14 per cent of college and university graduates had part-time jobs two years after graduating, a higher proportion than pre-



vious graduating classes in 1990, 1986 and 1982. However, only about one-quarter of university graduates in 1995 and one-third of college graduates who were working part-time two years later did so because they could not find a full-time job.

Among college and university graduates, men had higher rates of full-time employment than women. However, about 12 per cent of female university graduates were not working full-time because of family responsibilities or because of a personal preference to work fewer hours.

Slightly over 50 per cent of all 1995 graduates who were working full-time two years after graduation reported working in jobs closely related to their degree. About 22 per cent reported working in jobs somewhat related to their degree.

Graduates with high levels of education attainment had lower unemployment rates in June 1997. Compared with the last three National Graduates Surveys (of 1992, 1988, and 1984), unemployment rates among college and university graduates have remained stable and have been less volatile than unemployment rates for trade

or vocational graduates, which fluctuate more with changing labour market conditions. Unemployment rates in 1997 were lowest among college and trade/vocational programs in health, social science and engineering. For university graduates, unemployment rates were lowest among graduates from education, commerce, engineering and health programs.

University graduates continued to earn more than post-secondary graduates at the college and trade or vocational level. University graduates working full-time had median earnings of \$33,800 in current 1997 dollars. This compared with median earnings of \$25,700 for college graduates working full-time and \$23,400 for those from trade or vocational schools.

Thirteen in-depth research papers on various aspects of the National Graduates Survey (NGS) will be available later this year. These papers will encompass NGS and follow-up data from 1982, 1986, 1990 and 1995 graduation years, with longitudinal analysis including labour market transitions, skill use, employment equity issues, further post-secondary education and training, occupation pathways, and job satisfaction.

Further information on these graduates tabulated by occupation and industry is available separately. ■

The Class of '95: Report of the 1997 National Survey of 1995 Graduates is available from the Public Enquiries Centre of Human Resources Development Canada. Fax: 819/953-7260; Internet: www.dhrc.gc.ca/arb.

Source: Statistics Canada, *The Daily*, April 28, 1999, www.statcan.ca.

CAUT APPOINTMENTS

Director of Public Policy & Communications



David Robinson has been appointed to the position of Director of Public Policy and Communications. Mr. Robinson holds a M.A. from Simon Fraser University in Communications and a B.A. from Queen's University. He is currently a Ph.D. candidate at Carleton University in Ottawa. Prior to joining CAUT, Mr. Robinson worked as Senior Researcher with the BC of

the Canadian Centre for Policy Alternatives and before that as Research and Communication Coordinator for the Council of Canadians. As Director of Public Policy and Communications, Mr. Robinson will be responsible for CAUT's communications department, will assist in the development of CAUT policy, and will spearhead CAUT's public awareness campaign.

Staff Lawyer



Shaheen Hirani has been appointed to the position of Staff Lawyer. Ms Hirani has been working for CAUT on a limited-term basis as a lawyer since May 1998. Her new appointment is on a permanent basis. Ms Hirani was called to the Ontario Bar in February 1998 and worked for the United Steelworkers of America prior to joining CAUT. As a member of the legal group,

Ms Hirani will provide legal services to members under the CAUT Arbitration Service. She will also be developing training programs to assist members in handling of grievances and arbitrations.

Research & Education Officer



Paul Jones has been appointed to the position of Research and Education Officer. Mr. Jones has been working for CAUT as a staff lawyer on a limited term basis since February 1988. He has a Bachelor of Laws degree from the University of Ottawa and prior to joining CAUT worked for the labour law firm of Raven, Jewitt & Allen. Mr. Jones has also worked as a consultant for the Canadian Labour Congress and was employed by the Ontario Public Interest Research Group. As Research and Education Officer, Mr. Jones will be responsible for co-ordinating CAUT's educational workshop and training sessions and will be the member of the Research Department specializing in research issues requiring a legal background.

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MOBILIZING SUPPORT FOR BARGAINING

This year, the CAUT Collective Bargaining Conference will focus on strategies and tactics for mobilizing support for negotiations.

MEDIA RELATIONS

David Robinson, CAUT Director of Public Policy & Communications, will help conference participants develop and discuss strategies for the effective use of the media.

MOBILIZING STUDENT SUPPORT

The National Chairperson of the Canadian Federation of Students, Michael Conlon, will lead a discussion on building alliances with student organizations.

ENSURING THE MEMBERSHIP IS ONSIDE

A panel of experienced negotiators will lead a discussion on mobilizing membership support. Emphasis will be placed on dealing with divisive issues.

REACHING OUT TO THE BROADER COMMUNITY

Conference participants will develop and discuss strategies for mobilizing community support. An experienced community organizer will serve as a resource person.



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NEWS · ACTUALITÉS

Minister Rapped for Reaping the Benefits

From PAGE 1

of the university — alongside teaching, research, and community service. Our public educational system is vital to sustaining the character and purpose of Canadian social, economic and political life. To accomplish that goal, our public educational institutions must be free of encumbrances resulting from compulsory ties to the corporate and commercial world — or to any other special interest. Yet this is precisely what the report recommends."

The report attacks university researchers and, in the only bold-faced and italicized sentence in the document, implies that their behaviour is anti-Canadian — arguing that leaving ownership in their hands "is tantamount to providing a vehicle to transfer significant amounts of valuable technology out of the country."

"The criticism is misplaced," says Graham. "It ignores the long history of high-tech Canadian corporations actively courting foreign owners as the best route to expand. Moreover, most patentable inventions, if of any value, are minor improvements to existing products or manufacturing processes and will be primarily of interest to those already operating in the field — many of them foreign operations. Protecting Canadian interests is hardly easy, but blaming university researchers for the problem is unfair and misleading."

Graham also told the minister the panel seems unaware of the history of scientific development. "The report's single-minded interest in commercialization blinds it to the fact that most discoveries of ultimate commercial importance came from basic research in which no commercial outcome seemed likely at the outset," Graham noted.

"Had the policies recommended by the panel been in place over the last 100 years, there would have been little support for most of the research that has been of greatest commercial importance."

Graham says the report reflects an insensitivity to the importance of social and cultural values that underlie much research that benefits Canadians without generating products with commercial value.

CAUT has also expressed concern about how the report was prepared and the undue haste with which it is being pushed forward.

"There was no consultation with faculty or researchers until the report was sent to us on March 28," said James Turk, Executive Director of CAUT. "Then we were told the report was going to the Prime Minister's Advisory Council on Science and Technology on May 11 and to Cabinet on May 29."

"It is clear the federal government wanted no real input," Turk added.

The expert panel is chaired by Pierre Fortier, CEO of Innovatech Inc. (six of the nine members of the panel are presidents or vice-presidents of corporations, including the Royal Bank and Nortel Networks). Two members represent university administrations: James Murray, Associate Vice-President of Research/Industry Relations at the University of Alberta and Robert Miller Jr., Associate Vice-Provost for Research at the University of Washington in Seattle. The final member is Tom Brzustowski, President of the Natural Sciences and Engineering Research Council of Canada. ■

Copies of the draft report were distributed to each faculty association at the April CAUT Council meeting and should be available at the local association office.

Panel to Review Human Rights Act

JUSTICE Minister Anne McLellan has announced plans for a review panel to examine Canada's Human Rights Act and find ways to modernize it and improve the complaint process.

The review panel will be chaired by retired Supreme Court Justice Gerard La Forest, a judge with expertise in administrative, constitutional and human rights law. Other members of the panel are William Black, a professor of human rights law at the University of British Columbia; Renée Dupuis, a Quebec City lawyer, and former commissioner with the Canadian Human Rights Commission and the Human Rights Tribunal.

tion; and Harish Jain, a professor in the faculty of business at McMaster University and noted expert on systemic discrimination issues.

The team of human rights experts will examine the purpose and grounds, the adequacy of the scope and jurisdiction of the act, how to simplify and speed up the complaints process, and the powers and procedures of the Canadian Human Rights Commission and the Human Rights Tribunal.

The panel is expected to hold public consultations and report back to the minister by April 2000. ■

Faire la nouvelle : Comment courtiser les médias

La campagne de sensibilisation de l'ACPPU, sur le thème « Nos universités, notre avenir », a été au cœur des discussions à la dernière assemblée du Conseil tenue à la fin d'avril.

David Robinson, nouveau directeur des communications de l'ACPPU, a donné un avant-goût des projets qui seront mis en œuvre pour le lancement officiel de la campagne visant à sensibiliser le public aux conséquences de la réduction du financement gouvernemental, de la hausse des frais de scolarité et du phénomène de la commercialisation de plus en plus présent dans les collèges et les universités du Canada. Le 14 septembre, l'ACPPU lancera à l'échelle nationale sa campagne de sensibilisation du public. Puis, du 29 au 31 octobre, une importante conférence sur la commercialisation de l'enseignement postsecondaire aura lieu, suivie le 18 novembre, d'un lobby au palier fédéral.

Passant ensuite à une discussion sur les stratégies de communications et de relations avec les médias, Robinson a montré aux membres un certain nombre de sondages d'opinion et leur a signalé quelques défis importants que l'ACPPU et ses associations devront relever.

Selon Robinson, le premier défi de l'ACPPU sera de se faire connaître des médias et du public en général, ce qui n'est pas le cas actuellement. Pour y parvenir, l'ACPPU est en train de dresser une liste complète de médias, se prépare à publier régulièrement des lettres d'opinion aux journaux et transmet ses nouvelles publications ainsi que de la documentation à des journalistes et à des chroniqueurs importants.

Il a également fait remarquer que les médias conventionnels, à quelques exceptions près, risquent de réagir négativement aux revendications en faveur du financement de base accru des universités et des collèges et d'un revirement de la situation en ce qui concerne la commercialisation de l'enseignement et de la recherche. Il sera donc essentiel de prévoir la réaction de la presse conservatrice et de répliquer rapidement aux critiques.

Après cette présentation, les délégués des associations locales et provinciales ont eu droit à un cours accéléré sur les relations avec les médias. Groupés en ateliers, les délégués ont reçu un communiqué de presse fictif dans lequel leur gouvernement « provincial » annonçait son intention d'éliminer le système de la permanence. Soumise à une échéance serrée, chaque équipe devait rédiger une déclaration à l'intention des médias en réaction à l'annonce du gouvernement.

Chaque atelier a choisi des porte-parole pour animer une con-

férence de presse simulée, complétée de journalistes et de photographes, devant tous les délégués du Conseil.

Bob Rupert, professeur de journalisme à l'Université Carleton, et Gail Lem, ex-journaliste du *Globe and Mail* et maintenant vice-présidente des médias au Syndicat canadien des communications, de l'énergie et du papier, ont campé



DE HAUT EN BAS — Bob Rupert, Gail Lem, Vincent Mosco et Tom O'Brien ont partagé leur expertise sur les relations avec les médias avec les délégués du Conseil de l'ACPPU.

des journalistes persuasifs. Vincent Mosco, professeur de communications à l'Université Carleton, et Tom O'Brien, représentant national des communications au Congrès du travail du Canada, ont fait part de leurs observations pour chacune des conférences de presse.

De leur expérience avec les journalistes, les délégués ont tiré d'importantes leçons, soit essayer d'illustrer leurs arguments par des exemples concrets, être aussi concis que possible, essayer de faire des déclarations qui peuvent être citées et ne jamais discuter avec un journaliste car il aura toujours le dernier mot.

À la fin de leur communication, les journalistes et les observateurs ont donné leurs derniers conseils aux délégués.

« Vous devez admettre que le nombre de journalistes sont peut-être sympathiques à votre cause », a déclaré Gail Lem. « Cependant, vous devez aussi vous mettre à leur place et comprendre les contraintes auxquelles ils font face. Compte tenu du degré de concentration des médias au Canada, de nombreux journalistes s'auto-censurent de crainte d'offenser un propriétaire qui est probablement le seul joueur sur le terrain. »

Bob Rupert a insisté sur le besoin, pour l'ACPPU et ses associations, d'être plus accessibles dans leurs communications avec les médias.

« Vous n'avez pas besoin de rendre votre message simpliste », a ajouté Rupert. « De fait, vous devez communiquer votre message avec plus d'intelligence. »

Tom O'Brien était du même avis et il a souligné le fait que les professeurs de collège et d'université devaient chasser l'image élitaire qu'ils projettent : « Le public en général vous perçoit comme des gens inaccessibles et élitisés. Il est donc important que, dans vos communications, vous ne renforciez pas ce stéréotype en vous exprimant en termes théoriques et larges. Utilisez des exemples concrets et des histoires vraies. Montrez aux gens que vous êtes capables de parler de ces questions avec émotion. »

« Il est capital que nous respections le public dans l'élaboration de notre stratégie globale de communications », a ajouté Vincent Mosco. « Nous ne pouvons tout simplement pas écarter leurs préoccupations sur l'impôt ou la réduction de leur paie. Nous devons reconnaître que ces préoccupations sont légitimes et les convaincre que ces problèmes empêtreraient si nous n'améliorions pas le financement de l'éducation des maintenant. » ■

Traduit de l'article « Making the News — Workshop Helps Associations Get Their Message Out ».

NOMINATIONS À L'ACPPU

Directeur de la politique officielle et des communications

David Robinson a été nommé au poste de directeur de la politique officielle et des communications. Il est titulaire d'une maîtrise en communications de l'Université Simon Fraser et d'un baccalauréat de l'Université Queen's. Il est actuellement candidat au doctorat à l'Université Carleton, à Ottawa. Avant de rejoindre l'ACPPU, M. Robinson était chercheur principal au Bureau de la Colombie-Britannique du Centre canadien de politiques alternatives. auparavant, il était coordinateur de la recherche et des communications au Conseil des Canadiens. À titre de directeur de la politique officielle et des communications, M. Robinson sera responsable du département des communications de l'ACPPU, il aidera à l'élaboration de la politique de l'ACPPU et mènera la campagne de sensibilisation du public de l'ACPPU.

Avocate

Shaheen Hirani a été nommée au poste d'avocate. Mme Hirani travaille pour l'ACPPU comme avocate depuis mai 1998 et occupait un poste à durée limitée. Elle a été nommée à un poste permanent. Reçue au Barreau de l'Ontario en février 1998, elle a travaillé pour les United Steelworkers of America avant de rejoindre l'ACPPU. Mme Hirani fournira des services juridiques aux membres dans le cadre du Service d'arbitrage de l'ACPPU. Elle mettra également au point des programmes de formation pour aider les membres dans le règlement de griefs et l'arbitrage.

Agent de recherche et de formation

Paul Jones a été nommé au poste d'agent de recherche et de formation. Il travaille à l'ACPPU depuis février 1998 en tant qu'avocat et occupait un poste à durée limitée. Titulaire d'un baccalauréat en droit de l'Université d'Ottawa, il était auparavant à l'emploi du cabinet d'avocats en droit du travail Raven, Jewitt et Allen avant de rejoindre l'ACPPU. M. Jones a également été conseiller pour le Congrès du travail du Canada et a travaillé au Groupe de recherche d'intérêt public. À titre d'agent de recherche et de formation, M. Jones coordonnera les ateliers et les séances de formation de l'ACPPU et fera partie du département de la recherche pour les questions exigeant une spécialisation en droit.

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Think Big to Get Results When Teaching Large Classes

Teaching Large Classes

Allan J. Gedalof, *Dalhousie University: STLHE Instructional Development*, 1998; 55 pp; \$10 CA.

By B. GAIL RIDDELL

A GOOD teacher... will teach primarily not to provide good notes or a body of facts that comprise part of a discipline, but will motivate and teach how to learn, especially how to learn things that no one has yet taught." (p.14)

If you have watched author and professor Allan Gedalof in action, as I have, you won't believe that a mere monograph written by him can reflect the pizzazz, shooting sparks and near-levitation that he achieves in an actual large-class situation. He comes close to accomplishing it, though, by employing an upbeat style supplemented by good examples. He also takes a pretty strong stance on institutional rationales for establishing what he calls "very large classes" (for him, in excess of 1,000 students).

Gedalof's practical monograph is the first in a series of Green Guides to be produced by the Canadian Society for Teaching and Learning in Higher Education (STLHE). It should be pointed out that the author took a risk here by daring to write not only outside of his discipline (English Literature), but on a teaching-related topic; in a world which normally does not reward such behaviour. Gedalof gives credit to his department chair, who supported the author's view that "publishing broadly on pedagogy is as valuable as working more narrowly within one's field." (p.8)

Before any practical aspects of his work come to light, we need to understand the context of his writings — and that context is the politics of teaching large classes. Gedalof takes a clear stand here. He claims that "creating large classes is fundamentally contrary to what university teaching is supposed to do; foster the growth of individuals..." (p.9)

He takes a swipe at the lack of available training for university teaching, by pointing out that faculty members prepare themselves for the public act of teaching mainly by undertaking private acts of research as graduate students. (p.9) And late in the work, he advises colleagues not to "punish your students for the faults of society and governments that pay lip service to the high value of education but do not put their money where their mouths are." (p.52)

In spite of (or because of?) his beliefs, Gedalof, a national 3M award-winning teacher himself, is at great pains to write a useful work for his Canadian colleagues. He points out that the work focusses on strategies and techniques, leaving the content and structure up to the instructor. Larger classes are defined as those in which protracted eye contact cannot be made with all students, say 50 of them. Very large classes are those in excess of 400 students, of

which there are growing numbers in Canadian universities.

In describing ways of working within the structure of large classes to engage the learners actively, Gedalof shows great sensitivity towards student needs and realities. He tells the reader that a fundamental shift in approach is needed for large classes — that of thinking bigger in all respects. Write larger, speak louder and clearer, walk all around the class, and "prepare, prepare and over-prepare." (p.18) He encourages instructors to continually test student learning and comprehension with questions and diagnostic tests, and through tutorials.

Of greatest interest to many university teachers will be the section which focusses on delivery, in the broadest sense. He devotes several pages to the actual class, from setting the tone, varying instructional methods, using humour and finishing the class (on time and without trying to finish off several crucial points of the lesson in the last minute!).

This section is followed by a nice summary of interactive strategies which work, even in the largest classes and contrary to popular belief! He discusses questioning techniques, ways of involving students in working groups outside of the classroom, and ways of gathering responses and promoting communication within the classroom. The one that I loved was the "mass debate, which pits one large section of the class in debate with one or more other sections." (p.39) As he describes the process, it actually sounds like a civilized and interesting approach to learning, rather than the chaos that one might imagine. Gedalof is probably guilty of understatement here, when he claims that "you have to be deft enough to steer proceedings a little from time to time." (p.40)

The author goes on to provide guidance on team teaching in the large class situation, and a very focussed section on the use and possible abuse of course tutorials and their leaders (usually graduate teaching assistants). He closes with a section on teaching aids and technology, highlighting the need for control for lights, projectors, computer keyboards, wireless microphones and other equipment. Class sizes are broken into three categories here, since each size requires different equipment (for example, a microphone may not be needed for a class of 80, but is suggested for a class of over 100). With tongue planted in cheek, Gedalof lists "a smoke machine and a set of assorted mirrors" (p.51) as necessary props for classes exceeding 400.

If you teach large classes, do yourself and your students a favour by purchasing and applying the wisdom contained in this monograph.

"... if nobody is learning, you are just talking, not teaching." (p.14) ■

(B. Gail Riddell is Director of the University of British Columbia's Centre for Teaching and Academic Growth.)

Prof Turns Down Honour at Mt. A

Dr. Charles H. Scobie, a retired and distinguished professor of religious studies at Mount Allison University, has refused an appointment as professor emeritus bestowed by the board of regents. He was to have received the title at the university's convocation ceremonies on May 10, but turned down the honour to protest the unprecedented action of the administration and board in denying the same title to retired professor Michael Thorpe.

The university's senate has

twice recommended the honorary title for Mr. Thorpe, who retired from Mount Allison in 1997. Mr. Thorpe attributes the board's opposition to his very public criticisms of university president Ian Newbould's administration.

Last spring, eighty past and present members of the university faculty signed a petition in support of Professor Thorpe, and earlier this year CAUT's Academic Freedom and Tenure Committee launched an investigation into the Thorpe affair.

George De Benedetti, president of the Mount Allison Faculty Association, says many faculty members support Dr. Scobie in his stand.

"Dr. Scobie is a man of honour and integrity, and his actions in support of academic freedom are applauded by the faculty at Mount Allison," he said.

Dr. Scobie is a former head of the religious studies department, a former dean of arts, and a former member of the board of regents at Mount Allison. ■

QUICK REVIEWS

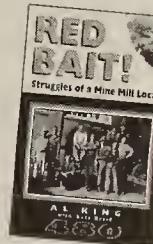


My Name's Not George

Stanley G. Grizzle with John Cooper, Toronto: Umbrella Press, 1998; 128 pp; paper \$16.95 CA, \$19.95 US.

This book of personal reminiscences by labour and anti-racism activist Stanley Grizzle is a fast, and fascinating, read. Grizzle worked for 20 years as a sleeping car porter for the CPR, the only railroad job then open to African Canadians. It wasn't until 1955 that the first Black sleeping car conductors were hired in Canada. The book covers a lot of territory in its 100 pages, not only the story of the Brotherhood of Sleeping Car Porters, but also glimpses into the life of the African Canadian community in Toronto and anti-racism struggles in the labour movement and everyday life.

© CALM, 1998.



Red Bait! Struggles of a Mine Mill Local

Al King with Kate Braid, Vancouver: Kingbird Publishing, 1998, 176 pp; paper \$20 CA.

Together with writer Kate Braid, Al King has produced a totally absorbing memoir of a union life in Canada. King retired from Steelworker staff in 1980, having come

into the union after the merger with the International Union of Mine Mill and Smelter Workers in 1967. King began work as a labourer for the Consolidated Mining and Smelting Company (CM&S, now Cominco) in Trail in 1937. King was soon a key player in the small nucleus of activists who built Mine Mill Local 480 at the Trail smelter — a campaign that took several years of near-clandestine organizing until World War II. King's account of working life in Trail, and of the life of the community, is full of incident, humour, misery, courage, betrayals and occasional triumphs — all tied together by a terrific story-telling skill. The book is filled with classic characters that do credit to a seasoned novelist. King's portraits and stories produce riveting accounts of neglected events in Canada's social history. Especially good is his re-telling of the story of the famous Peace Arch Park concert by Paul Robeson. But even his account of events that sound depressingly *deja-vu* — like the long, compensation fights and the battles for recognition of occupational cancers in mining — are well-paced and make for good reading. *Red Bait!* is engaging, vigorous stuff. It is not just the product of King's amazing memory for detail and his storytelling talent. It is also the result of frustate editing, revising and organizing by labour historian and poet Kate Braid. We have too few memoirs of labour careers like this, and I for one am grateful for this fascinating volume.

© D. Mackenzie Steel Labour/CALM, 1998.



Deemed Unsuitable

R. Bruce Sheppard, Toronto: Umbrella Press, 1997; 176 pp; paper \$17.95 CA, \$14.95 US.

During the settlement era white homesteaders on both sides of the 49th parallel went to considerable lengths to exclude blacks from the region. Black settlers attempting to make their homes in the Indian Territory discovered that white racism had preceded them to what would later become Oklahoma. Between 1,000 and 1,500 blacks then turned north, only to find another variety of white racism thriving on the Canadian Plains.

This quick review produced from information supplied by publisher.

CAREERS SECTION · SECTION DES CARRIÈRES



McGill Professor/Associate Professor of Pediatrics & Director of Pediatric Hematology-Oncology

The Department of Pediatrics at McGill University and The Montreal Children's Hospital of the McGill University Health Centre (MUHC) seek applicants for the position of Professor/Associate Professor of Pediatrics and Division Chief of Pediatric Hematology/Oncology. Candidates must have a Doctoral Degree (M.D.). The strong academic Division, which includes the Cole Chair of Pediatric Oncology/Hematology, has recently opened a new 20-bed inpatient ward and a new ambulatory care centre. Currently there are 5 full-time and 1 part-time faculty members whose research interests include leukemia, neuroblastoma, bone marrow transplantation and Pediatric Oncology/Hematology (POG) clinical trials. Clinical activity includes 600 inpatient admissions and 7,500 ambulatory care patient visits per year. The successful candidate will be a physician scientist with an established record of accomplishment in basic or clinical research. Candidates must have demonstrated strong leadership skills in patient care, teaching and research, and in the management of Clinical Hematology laboratories and Blood Bank. Depending on the interests and expertise of the candidate, laboratory space, shared equipment and start-up funding would be available through the associated Montreal Children's Hospital Research Institute of the MUHC. Faculty rank and remuneration of the successful candidate will be based on individual qualifications. Applicants should send a statement of interest, C.V., names of three references, and an e-mail address prior to **June 15, 1999** to:

Dr. Harvey Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital
Room C-414, 2300 Tupper St.
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Candidates would benefit from a working knowledge of both official languages. "Les candidat(e)s tirent avantage d'une connaissance des deux langues officielles." In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.



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The Department of Public Health Sciences, Faculty of Medicine and Dentistry, University of Alberta, is offering a full-time academic, tenure-track position in Health Policy & Management. The position will be at the Associate or Full Professor level, salary to be commensurate with experience, plus a comprehensive benefits package. Candidates will be considered who have health policy, management, health economics, or related expertise and background, and a demonstrated record in health services research and graduate education. The Department of Public Health Sciences has restructured its graduate programs with its core degree being the Master of Public Health and has received ACEHSA accreditation. In addition to the Program in Health Policy & Management, the Department has graduate training programs in Epidemiology, Environmental Health Sciences, Occupational Health, Population Health, and is establishing a Program in Health Informatics.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Deadline for applications is June 30, 1999. Curriculum vitae, citing three references are to be sent to:

Dr. TW Worthy, Chair
Health Policy & Management Search Committee
Department of Public Health Sciences
13-103 CSB
Edmonton, Alberta T6G 2G3

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4. Supervision de thèses
5. Participation aux activités universitaires.

Contexte de travail : La candidate ou le candidat choisi doit être disposé à oeuvrer dans le domaine de l'éducation en langue française en Ontario et à collaborer avec les partenaires du milieu scolaire.

La Faculté d'éducation de l'Université d'Ottawa requiert les services d'une professeure ou d'un professeur en Counseling Éducatif.

Salaire : Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

Entrée en fonction : le 1^{er} août 1999

Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux citoyens et aux résidents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Le poste sera comblé sous réserve des disponibilités budgétaires. Seul(s) les candidat(e)s invité(e)s pour une entrevue recevront un accusé de réception.

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois personnes à des fins de référence, avant le **2 Juin 1999**, à :

Cécile Champagne-Muzar, vice-doyenne (programmes),
Faculté d'éducation, Université d'Ottawa,
145, rue Jean-Jacques Lussier,
Ottawa (Ontario) K1N 6N5.

Veuillez inscrire ce numéro de référence sur votre demande d'emploi : 0599F2



COLLEGE PROFESSOR Sociology Kelowna Centre

The Department of Sociology in the Faculty of Arts and Education requires a College Professor to teach Sociology 302-6 – Ethnic and Racial Inequality; Sociology 212-3 – Ethnic Relations I; and Sociology 222-3 – Ethnic Relations II.

Required qualifications are a Ph.D. in Sociology and demonstrated strength in teaching and research.

This is a replacement appointment effective August 24, 1999 to April 28, 2000.

Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience.

Please submit a curriculum vitae, quoting Competition No. 25FAC99(CB), and three letters of reference by June 7, 1999 to the address below. Applications may also be faxed to (250) 862-5475.

Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

(250)-862-5495
For more opportunities,
visit www.ouc.ca

Employee Relations Division
1000 K L O. Road
Kelowna, BC V1Y 4X8



QUEEN'S UNIVERSITY AT KINGSTON General Surgeon - Critical Care Specialist

There currently is a vacancy at Queen's University at Kingston, Ontario, for a geographic full time general surgeon with full Royal College training in Critical Care. The successful applicant will be a participant in the Alternative Funding Plan at Queen's University. An academic commitment is essential and a Master's in Education would be preferred.

The closing date for applications is **May 31, 1999**, with an anticipated start of employment as soon as possible thereafter.

Applications for this position should be directed to **Dr. Peter M. Brown, Head, Department of Surgery, Queen's University, Kingston, ON K7L 3N6**.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with a disability, gay men and lesbians.



Computer Science University of Prince Edward Island

The Department of Mathematics and Computer Science invites applications for a tenure-track position in Computer Science as the Assistant Professor or Associate Professor level effective July 1, 1999, and will normally be renewable annually to a maximum of three years. Applicants should hold a Ph.D. but those close to completion are encouraged to apply. Preference will be given to applicants with a specialization in 20th century music who are able to teach a course on mathematical models for music analysis. Duties will entail the teaching of undergraduate theory courses at all levels, including the teaching of qualifying year theory courses for graduate students. Applicants should submit a curriculum vitae and statement of research interests, and arrange to have three letters of reference sent to:

Prof. Bruce Minorgan, Chair
Department of Theory
Faculty of Music
McGill University
555 Sherbrooke Street West
Montreal, Québec, H3A 1E3

Telephone: (902) 566-0500
E-mail: burke@upei.ca
Fax: (902) 566-0466
Homepage: <http://www.math.cs.upei.ca/>

This position is subject to final budgetary approval.



The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents.

CAREERS SECTION · SECTION DES CARRIÈRES

team research. Applicants should be eligible for registration with the Association of Professional Engineers and Geoscientists of Saskatchewan. As a condition of employment, applicants must be licensed in teachers. In addition to teaching, engineering undergraduates and graduate programs, candidates are also expected to teach applied courses in program technology for students in diploma programs and degree programs. The successful candidate will be required to submit a letter of application indicating qualifications and research interests and experience, data available, a resume, and the names and addresses and telephone numbers of three persons who can be contacted for reference. Applications will be considered on May 21, 1998. Applications from candidates in the first year of their program will be considered. To apply, refer to Professor J. Galie, Chair of Search Committee, Department of Agriculture and Resource Engineering, University of Saskatchewan, 57 Campus Drive, Saskatoon, Saskatchewan S7N 5E2, Canada. Tel: (306) 966-5315, fax: (306) 964-5315. Applications should be sent to the department. See our web page at: <http://www.agr.usask.ca/~jgalie/>. The University is committed to Employment Equity. Members of Disadvantaged Groups (Women, Aboriginal people, people with disabilities, visible minorities) are encouraged to self-identify. Persons with disabilities whose position has been cleared for recruitment at the two-tier level, individuals represented from immigrated status in Canada.

other circuits, for image processing. For information please visit the web (WWW) site, <http://www.ewt.uwaterloo.ca>. Salary will be commensurate with qualifications and experience. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor J.A. Field, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. Applications should include: (a) indication of whether the applicant is eligible for immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo is an equal opportunity employer. (b) indication of whether the applicant is eligible for a postdoctoral fellowship, (c) indication of whether the applicant is eligible for a teaching position, at the level of assistant or associate professor, in the research area of photonics and/or microwaves. The candidate for the position must have demonstrated the ability to conduct research and to have a strong commitment to teaching. The position is for research, including supervision of graduate students, in the area of photonics and/or microwaves. The candidate for the position must have qualifications and experience. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor J.A. Field, Faculty of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The applicant who is eligible for immigration is required to be a Professional Engineer in Ontario. The University of Waterloo encourages applications from all qualified individuals, including women, visible minorities, Aboriginal peoples, and persons with disabilities. This appointment is subject to the availability of funds. Description: The successful applicant will have expertise in design of photonic and/or microwave devices, circuits and systems pertinent to wireless and wireless communication. The successful applicant will be expected to will be a member of the materials, devices and circuits area and is expected to interact with other faculty members in photonics, microwave, microelectronics and communications. Research interests may include one or more of the following areas: semiconductor laser diodes, high-speed electro-optic modulators, microwave planar circuits, packaging and integration of photonic/microwave components, applications of photonic/microwave components in wireless communication systems. University of Waterloo has recently strong research activities in photonics, microwaves, microelectronics and communications. Infrastructure available for this research includes: a 100 MHz vector network analyzer, a microwave laboratory, a departmental system characterization tool for microelectronic devices and circuits. The appointee is expected to seek re-

searching from both government sources (e.g. NSERC, CTQ, PR, MMD) and industry (e.g. NORTEL). Teaching interests will include: undergraduate and graduate courses covering electronic, photonic, and microwave devices, fiber-optic, and wireless communications. Relevant graduate courses pertain to photonics/microwaves will also be offered.

UNIVERSITY OF NEW BRUNSWICK — Department of Chemical Engineering — The University of New Brunswick invites applications for an Associate Chair position in the Dr. Jack McKenzies Pulp and Paper Research and Education Centre. The successful candidate will be based in the Assistant Professor faculty in the Department of Chemical Engineering. Candidates should be specialized in any of the broad areas of papermaking, wet end chemistry, pulping and others related to the pulp and paper industry, and should have a Ph.D. Candidates should have a strong discipline, and a strong commitment to research and teaching. The pulp and paper industry is the largest manufacturing industry in New Brunswick. The successful candidate will be based in Fredericton, NB, Canada. Applications should be submitted in English. The position, which is subject to final budgetary approval, is intended to take effect July 1, 1999. Candidates should write to the Chair, Department of Chemical Engineering, P.O. Box 4400, University of New Brunswick, Fredericton, NB, E3B 5A3, Canada. A curriculum vitae and three names of referees of three references. Closing date May 31, 1999, or until a suitable candidate has been identified. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

ENGLISH

DAULHUS UNIVERSITY — The Department of English at Daulhousie University invites applications for at least two limited term appointments (12 months) for the academic year 1999-2000. The successful candidates will teach first year English and 15 upper level classes from the following areas: literary theory, the eighteenth century, Victorian, Canadian, American, and post-colonial literature, and some courses in creative writing. These posts will be competitive with qualifications and experience. The deadline for applications (or 3 letters of reference, and teaching dossier) is May 28th, 1999. Applications (including all supporting materials) should be sent to: Dr. Michael J. Laffey, Department of English, Daulhousie University, NS B3H 2E5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Daulhousie University is an equal opportunity employer. Active Enquiry. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons, and women.

LIBRARY COLLECTIONS MANAGER

Wilfrid Laurier University Library seeks applications for the position of Library Collections Manager. This is a newly reconfigured senior position reporting to the University Librarian, with overall responsibility for the balanced development of the Library's information collection. The incumbent will provide leadership in developing and preserving the collection through the selection of information resources, policy formulation, collection evaluation and budget allocation and management, will guide the integration of electronic information resources into the Library's collections, and will manage the Library's acquisition of special collections and gifts. S/he will participate in the management of the Library and the University through membership on a variety of relevant committees and task forces within the Library, on the campus and as part of the TriUniversity Group of Libraries, OCUL and relevant national and international organizations.

Candidates should hold an MLS or equivalent degree in Library or Information Science, and have a minimum of five years of relevant experience in an academic setting. One or more advanced degrees in an academic discipline are highly desirable, as is a working knowledge of at least one language other than English. Candidates should have a broad knowledge of issues and trends in academic library collection development, a record of scholarly activity, and a demonstrated ability to work effectively with both professional and non-professional colleagues. Significant experience in Collection Development methodology and budget management, excellent verbal and written communication skills, and strong organizational and interpersonal skills are all essential.

This position will be filled at the Librarian III level. The salary floor for Librarian III is \$43,059 (under review). Salary will be commensurate with experience. Please apply in confidence stating salary expectations and providing the names of three references, no later than May 1, 1999. An appointment will be made at the earliest possible time. Applications should be directed to: Virginia Gilham, University Librarian, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5.

Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including members of visible minorities.

and men, including members of visible minorities, persons with disabilities, and aboriginal people.



Executive Director & Chief Operating Officer

The University of Alberta's Institute for Professional Development is mandated to provide research, program development, and on-campus and distance delivered continuing executive and professional development in collaboration with the U of A's faculties. External clients will include professional associations, corporations, government, and other public sector organizations.

The TELUS Centre, the first of its kind in Canada, will open in the spring of 2000 and will be the home of the University's Institute For Professional Development. This 48,000 square foot, state-of-the-art learning facility has been conceived as a technology rich venue, and will provide the facilities and technology infrastructure for just-in-time learning, anywhere.

As COO, you will report to the U of A's Vice President Academic & Provost, who chairs the Centre/IPD's Board of Directors. You will have overall responsibility for the day to day operation of the Centre and working with academic staff of the IPD in developing new products, programs and markets, by leveraging the U of A's internal competencies and capabilities, and brokering partnerships with other content providers.

The successful candidate will be passionate about lifelong learning and professional development, entrepreneurial, and able to establish strong credibility in both corporate and academic cultures. The incumbent will have produced superior results in one or more of the following areas: academic, marketing educational products; corporate training and development; multi-media program development; distance delivered education.

Please forward your resumé, in strictest confidence, to David Simmonds, Ernst & Young Consulting Services Inc., 1800 Tower 2, Scotia Place, 10060 Jasper Avenue, Edmonton, Alberta, T5J 3R8. Confidential Fax: (780) 441-9825.

The University of Alberta is committed to the principle of equity in employment. As an employer they welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of the visible minorities.



Wilfrid Laurier University

McGill

**Professor/Associate
Professor of Pediatrics
& Director of Medical
Genetics**

The Department of Pediatrics at McGill University and The Montreal Children's Hospital of the McGill University Health Centre (MUHC) seek candidates for the position of Director. Candidates must have a Doctoral Degree (M.D.) and should have strong leadership skills in research, teaching and patient care. The candidate is expected to lead **internationally-recognized** research and clinical division that is associated with the McGill Department of Human Genetics, and two distinguished research groups, the MRC Group on Medical Genetics and the Canadian Centre of Excellence in Genetics. Faculty rank and renuneration for the successful candidate will be based on individual qualifications. Interested applicants should send a statement of interest and C.V. by June 15, 1999 to

Dr. Harvey J. Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital
Room C-414, 2300 Tupper St.
Montréal, QC H3H 1P3

E-mail: hguyend@inch.mcgill.ca
Telephone: 514-934-4467
Fax: 514-989-3751

Candidates would benefit from a working knowledge of both official languages. "Les candidats tireront avantage d'une connaissance des deux langues officielles." In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

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CAREERS SECTION · SECTION DES CARRIÈRES



QUEEN'S UNIVERSITY AT KINGSTON Faculty Positions in Biology

Assistant Professor in Plant Biology

We invite applications for a tenure-track position in Plant Biology at the Assistant Professor level. We are particularly interested in candidates in the area of plant metabolism, molecular physiology, or physiological ecology. We have a strong group in Plant Sciences located in the recently constructed Biosciences Complex, which is equipped with extensive greenhouse, growth chamber and tissue culture facilities. A 2200 hectare field station is within 1 hour of campus. Salary will be commensurate with experience. Expected date of appointment will be September 1, 1999 (or as negotiated). Application deadline is **June 30, 1999** or until position is filled.

Assistant Professor in Biology

We invite applications for up to two positions with preference for the areas of Ecology/Evolution, Cell/Molecular Biology or Animal Physiology. These positions will be bridged to tenure-track appointments but the candidates must be successful in gaining initial salary support through either the NSERC University Faculty Awards Program (open only to women) or the Queen's National Scholar Program. Salary will be commensurate with experience. Expected date of appointment will be July 1, 2000 (or as negotiated). Application deadline is **September 1, 1999** for UFA; anytime for QNS.

Qualifications include a Ph.D. and published evidence of excellent research ability. The successful candidates will be expected to develop vigorous research programs and should be enthusiastic and competent teachers. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities and persons of diverse sexual orientations.

Applications (which should include a curriculum vitae and statement of current and prospective research interests) plus three letters of reference should be sent directly to the **Head, Department of Biology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.** [Visit our website at <http://biology.queensu.ca>.]



ASSOCIATE UNIVERSITY LIBRARIAN UBC LIBRARY

The University of British Columbia Library is seeking applications for the position of Associate University Librarian. The incumbent will assist the University Librarian in:

- (a) defining and developing strategic directions and long range plans for the University Library, and reviewing and assessing the effectiveness of these;
- (b) research and planning related to the operation and development of the Library and its services, including the collection and analysis of management information and statistics, the completion of studies and reports, and the development and implementation of recommendations and policies;
- (c) performance measurement and improvement, including the development and assessment of library performance and productivity measures and other relevant statistics;
- (d) management of specific major projects or supervision of special task groups;
- (e) human resources management, including staff development and training and labour relations administration.

The Associate University Librarian will participate in the development and monitoring of budgets, assist in the securing of grants, foundation support and industry partnerships, and deputize for or represent the University Librarian on committees, task groups, and in meetings. The incumbent reports to and works closely with the University Librarian.

The UBC Library, located in Vancouver, British Columbia, is composed of ten specialized libraries on campus and three branches off campus serving teaching and research hospitals, has a collection of nine million items, and employs 360 FTE staff.

Qualifications and Requirements: A graduate degree in Library and Information Science from an accredited program is required. An additional graduate degree with an emphasis on management is preferred. Proven administrative, public relations, supervisory, and managerial skills, gained through at least eight years experience in senior academic library management positions within both public and technical services are required; acquiring this experience in a variety of work environments is preferred. Demonstrated familiarity with developments in higher education and the issues facing academic research libraries, especially in North America, and an understanding of academic and scholarly processes are also required as is demonstrated familiarity with automated library and electronic information delivery systems.

Other requirements include: proven planning, budgeting, and project management skills; an extensive knowledge of human resources management, labour relations, collective bargaining, and staff development and training activities, especially in an academic library environment; demonstrated leadership skills and a creative and innovative approach to problem solving. Proven strong interpersonal skills and the ability to function effectively as a member of a senior management team working within a collegial environment. Excellent oral and written communication and presentation skills. A proven and sincere commitment to service excellence.

Terms of Appointment: This is a continuing position. If eligible and qualified, the successful applicant may be appointed with a confirmed appointment. Otherwise, there will be an initial three-year probationary appointment. Normally, such an appointment is reviewed by the end of the second year of appointment, and a recommendation is made at that time to grant or not to grant a confirmed appointment.

Salary: Commensurate with experience and academic/professional qualifications.

Applications: Including a current resume and the names, telephone numbers and e-mail addresses of three referees, should be sent to:

Erik de Brujin
Asst. Univ. Librarian, Human Resources & Planning Support
Walter C. Koerner Library
The University of British Columbia
1958 Main Mall
Vancouver BC V6T 1Z2
Fax: (604)822-3893
E-mail: erikde@interchange.ubc.ca

Closing date for this competition: **June 18, 1999.**

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply. In accordance with Canadian law, this advertisement is directed to applicants who are Canadian citizens or permanent residents of Canada.



PRESIDENT BRANDON UNIVERSITY

Brandon University, now celebrating its 100th anniversary, is seeking a new President to take office on the retirement of the current President effective August 1, 2000.

Based on its long-term commitment to teaching, research and community service, Brandon University currently serves some 3000 full and part-time students on and off campus. As a nationally recognized post-secondary institution, Brandon University is a leader in providing high quality liberal education to undergraduate students in arts, sciences, music, health sciences, administration and fine arts, in addition to providing innovative and award-winning outreach programs. Faculty research and scholarship support Brandon University's reputation for excellence in undergraduate teaching. In addition to a personalized learning environment for undergraduate students, Brandon University also provides students with a number of opportunities to pursue selected professional and Master programs.

With an operating budget in excess of \$22 million, the University has a complement of 400 faculty and staff members working in a pleasant, physical environment including modern buildings and a recently renovated heritage building.

Within easy driving of Riding Mountain National Park, Winnipeg and the United States border, Brandon is one of the fastest growing cities in Western Canada. The city itself is located on the banks of the Assiniboine River and is in close proximity to beautiful Spruce Woods Provincial Park and Recreational Area. Traditional prairie roots combined with forward thinking and progressive economic development are hallmarks of Brandon and the surrounding region.

The President and Vice-Chancellor, as the Chief Executive Officer of the University, is a member of the Board of Governors and Chair of Senate. The President is the key academic and administrative leader of the University with general responsibility for the operations of the University including its academic and financial affairs supported by Vice-Presidents of Academic and Research and Administration and Finance. The President has such other powers and duties as are assigned by the Board of Governors under the Brandon University Act.

Candidates must possess a respected record of academic and administrative credentials, and extensive experience in a leadership role within an organization of comparable orientation, size, and complexity. The successful candidate for this position will be an ambassador for Brandon University performing key leadership, managerial, and ceremonial functions associated with a post-secondary institution. He/she will have the enthusiasm and ability to interact effectively with, and understand the needs of faculty, staff and students.

Candidates must possess the ability to position Brandon University in a competitive market place for funding research opportunities, and student recruitment. He/she will foster and build relationships with the community as well as with all levels of government.

The initial term of appointment is for five years and may be renewed by mutual agreement. Applications should include full curriculum vitae and the names of three referees. Nominations should include a brief outline of the qualifications and accomplishments of the individual. Documentation should be submitted to the address below. The Presidential Search Committee will begin its review of candidates in July 1999.

Chair
Presidential Search Committee
c/o Human Resources
Brandon University
Brandon, MB R7A 6A9

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Brandon University is an equal opportunity employer.

For more information visit Brandon University's website: www.brandu.ca.



PROFESSEURS/PROFESSEUSES – FORMATION À L'ENSEIGNEMENT École des sciences de l'éducation

Un poste

Enseignement des sciences générales et de la technologie, aux cycles primaire, moyen et intermédiaire; didactique des sciences générales à l'intermédiaire et au supérieur de la biologie, de la chimie ou de la physique. Poste menant à la permanence, selon les disponibilités budgétaires.

Un poste

Enseignement des nouvelles technologies de l'information et de la communication; comprend l'encadrement des étudiantes et des étudiants et l'administration du laboratoire; didactique de l'informatique, des mathématiques ou d'une science (biologie, chimie ou physique) à l'intermédiaire et au supérieur. Poste menant à la permanence, selon des disponibilités budgétaires.

Un poste

Enseignement des arts aux cycles primaire, moyen et intermédiaire; didactique de la musique, des arts visuels ou de l'art dramatique aux cycles intermédiaire et supérieur. Poste de 1 à 3 ans, selon les disponibilités budgétaires.

Le comité accordera la préférence aux candidates ou candidats détenant un doctorat en éducation ou dans un domaine connexe au domaine d'enseignement. Il considérera la candidature des personnes en voie de compléter le doctorat et une expérience pertinente satisfaisante. Une expérience pratique du milieu scolaire et la connaissance du système d'éducation et des programmes scolaires de l'Ontario seront de précieux atouts.

Conformément aux exigences en matière d'immigration au Canada, cette annonce s'adresse aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents.

L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

Préparez d'envoyer un curriculum vitae et 3 lettres de recommandations avant le 17 mai 1999.

Comité de sélection
École des sciences de l'éducation, Université Laurentienne
Chemin du lac Ramsey, Sudbury (Ontario) P3E 2C6

La date d'entrée en fonction: le 1er juillet 1999.

Nous remercions tous les candidats et les candidats de leur intérêt. Cependant, nous ne communiquerons qu'avec les personnes retenues pour une entrevue.

CAREERS SECTION · SECTION DES CARRIÈRES

ENVIRONMENT & RESOURCE STUDIES

UNIVERSITY OF WATERLOO — Department of Environment and Resource Studies. Applications are invited for a tenure-track faculty position at the Assistant Professor level. Preference rank. Applicants must be able to teach a range of undergraduate courses, as well as participate in research and teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

EPIDEMIOLOGY

UNIVERSITY OF BRITISH COLUMBIA — Faculty of Medicine, Department of Health Care and Epidemiology. The British Columbia Centre for Disease Control (BCCDC) (regional arm of the University of British Columbia (UBC)) are seeking a Director, Epidemiology Services. The BCCDC is based in one of the best public health facilities in North America, the Provincial Laboratory, Sexually Transmitted Disease/HIV and Tuberculosis Control. In close conjunction with the UBC Centre for Disease Control (BCCDC), BCCDC is a primary contact for the public in the surveillance, control and prevention of communicable diseases, in concert with the Provincial Health Officer. Epidemiology Services has the responsibility for assessment of new products, projects, technologies and policies; Canadian and international experience; Conservation and policy; new tools for habitat protection; private and public land security; options (land trusts, as well as more conventional parks and other public protected areas); collaborative strategies; integration of existing and rehabilitated ecosystems with natural and human biodiversity; preservation/biodiversity; options for design and assessment of development proposals; plans and policies; local, national and international applications; and cultural determinants of health. The successful candidate will have extensive experience in Canadian and international experience. Salary range commensurate with qualifications and experience. The appointment will be effective September 1, 1998 or as soon as possible thereafter. Applicants must include a letter of application, a statement of specific research interests and teaching and research goals. Applicants must include with the letter of application a current curriculum vitae. Candidates should arrange to have their application and three letters of reference sent by July 7, 1998 to: Department of Environment and Resource Studies, University of Waterloo, Waterloo, ON N2L 3G1, Canada. The Department of Environment and Resource Studies is part of the Faculty of Environmental Studies that includes Schools of Geodesign, the Department of Geospatial Science, and a School of Planning. For the past twenty-five years, Environment and Resource Studies has promoted and advanced the wise and sustainable use of our natural resources, and the prevention and reduction of environmental ETS strives to understand the relationship between people and their environment and through this discover pragmatic solutions to environmental problems which are socially, environmentally and economically feasible. We offer a variety of academic activities that involve faculty, students and staff directly with actual community issues. This allows our students to gain genuine real world experience.

work and research. Specific teaching, writing and scholarly record expected by the Department, the successful candidate and BCCDC. Candidates must have demonstrated success in a senior public health position at a regional, provincial or federal level. It is essential that the person have considerable prior experience in community disease control and that they have a strong track record of leading the planning and implementation of major public health interventions, responding to communicable disease crises (such as large-scale outbreaks), and leading the ground-breaking, innovative disease control at all levels. The academic profile should demonstrate a track record of success in public health related research and educational endeavours. The successful candidate will be expected to have a strong record of teaching and research, and a record of publication with a FRCP in a relevant discipline and/or a post graduate degree in Epidemiology and Public Health with sufficient academic experience. The successful applicant would be eligible for a full-time grant tenure track appointment at the rank of Associate Professor or Professor at UBC in the Department of Health Care and Epidemiology and would be considered for a full-time position at the rank of BCCDC. Salary will be commensurate with qualifications and experience. The position is currently vacant and therefore the anticipated start date is July 1st, 1998. In accordance with Canadian Employment and Immigration regulations, priority will be given to Canadian citizens and permanent residents of Canada. UBC and its affiliates live on the basis of merit and are committed to employment equity. All qualified applicants are encouraged to apply. Letters of application and the names of three referees should be sent by July 31, 1998 to Dr. Sam Shaps, Chair, Search Committee, Professor and Head, UBC Department of Health Care and Epidemiology, Mather Building 5804 Fairview Avenue, Vancouver, BC V6T 1Z3.

ERGONOMICS/HUMAN FACTORS

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor or Associate Professor, in the field of ergonomics/human factors. We are searching for expertise to extend our program in new directions. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. Candidates should have demonstrated research and teaching ability. The candidate must have a

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CAUT BULLETIN



Accounting Assistant Professor Faculty of Business Administration

The Faculty of Business Administration of the University of Windsor invites applications for a full-time tenure-track position in accounting commencing January 1, 2000.

The Faculty of Business Administration offers Bachelor degrees in commerce and business and a Master of Business Administration degree, with cooperative education options. There is also an extensive distance education program. The Faculty consists of 1,317 full-time and 450 part-time undergraduate students, 75 full-time and 71 part-time graduate students, 42 full-time faculty, and 22 sessional instructors.

A medium-sized university with a solid reputation in teaching and research, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students.

Candidates must have a completed doctorate in Business Administration with an accounting concentration by January 1, 2000. It is desirable that candidates also hold a professional accounting designation. The successful candidate must demonstrate a record of, or show potential for, excellence in teaching or research

in one or more of the following areas: financial accounting, accounting information systems, management accounting, auditing, or taxation. S/he will be expected to teach in both our Bachelor of Commerce and MBA programs.

Applicants must submit a letter of application, including a curriculum vitae, transcripts of graduate academic record(s), dissertation abstract, a statement of research and teaching interests, sample of scholarly writing, teaching evaluations, and sample of course outlines, and arrange to have three letters of reference forwarded by October 15, 1999 to:

The Office of the Dean
Faculty of Business Administration
University of Windsor
401 Sunset Avenue
Windsor, Ontario
Canada N9B 3P4
Tel: 519/253-3000 Ext. 3091
Fax: 519/973-7073
Email: ngold@uwindrs.ca

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ASSISTANT PROFESSOR CHEMICAL ENGINEERING

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Dr. H.T. Saliba, P.Eng., Dean, Faculty of Engineering
Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1

In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

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FACULTY OF FORESTRY AND THE FORESTRY ENVIRONMENT

The Faculty of Forestry and the Forest Environment at Lakehead University invites applications for one probationary (tenure-track) appointment effective August 1, 1999. The Faculty is seeking a candidate with historical and contemporary understanding of Aboriginal and Métis forestry related issues and expertise in one or more of the following areas: Integrated Forest Resources Management, Forest Access by Multiple User Groups, Forest Fire Management and Disturbance Ecology. Applicants should hold or be very close to completion of a PhD and have demonstrated abilities to initiate and complete research. Applicants must have the ability to interact with members of the forest industry, government, private interest groups and the general public. Field experience is a definite asset.

Forestry instruction at Lakehead University centres on the Boreal, Great Lakes-St. Lawrence and Deciduous Forest Regions and integrates field instruction with regular classes. Programs delivered by the Faculty include: Honours Bachelor of Science in Forestry (frugil and Co-op options), Bachelor and Honours Bachelor of Environmental Studies, Master of Science in Forestry and Master of Forestry. Further information is available on the Faculty's website: <http://www.lakehead.ca/~forwww/forestry.html>. The successful candidate will teach undergraduate and graduate courses in her/his areas of expertise and provide thesis supervision at both the undergraduate and graduate levels. The successful candidate will be expected to develop a strong research program in her/his area of interest and participate at some level in the administration of the Faculty and the University. This position is subject to budgetary approval.

Interested applicants are invited to submit a curriculum vitae, a statement of teaching philosophy, a statement of specific research interests and objectives, and names and addresses of three referees to:

Dr. D. Euler, Dean, Faculty of Forestry and the Forest Environment
Lakehead University, Thunder Bay, Ontario, P7B 5E1

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples and persons with disabilities.

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ASSISTANT PROFESSOR MECHANICAL ENGINEERING

The Department of Mechanical Engineering at Lakehead University invites applications for probationary (tenure-track) positions at the rank of Assistant Professor from mechanical engineers with an earned PhD specialized in one or more of the following areas: Thermo-fluids, solid mechanics, dynamics and vibrations, and control. A background in design or mechanics is a definite asset. Applicants with a proven record of scholarly contributions may also be considered for the rank of Associate Professor. For junior positions, a demonstrated potential for high quality research and teaching is required. Successful candidates are expected to carry out externally funded research, be dedicated to engineering education, assist in the development of laboratories and graduate studies, work effectively with colleagues in the department and must be, or be qualified and prepared to become, licensed Professional Engineers. These positions are subject to final budgetary approval. Interested applicants should submit a curriculum vitae, a statement of their teaching and research interests, and the names, addresses, phone numbers and e-mail addresses of three referees to:

Dr. H.T. Saliba, P.Eng., Dean, Faculty of Engineering
Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1

In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples, and persons with disabilities.



David Strangway's Private University— A Wolf in Sheep's Clothing

By BILL BRUNEAU

CANADIAN university and college teachers have been warned about privatization so often they're beginning to think it's a put-up job. A UBC colleague reminded me the other day about the fairy-tale of the boy who cried wolf one time too many.

If my colleague were referring to the creeping tide of named chairs, and named buildings, and Coca-Cola deals, then it might be reasonable not to cry wolf quite yet. Soon, maybe, but not yet.

But if we're talking about pharmaceutical and engineering corporations who want to acquire "products" from us in the form of carefully pre-trained graduates and scientific findings designed for immediate commercial exploitation, and if we're talking about forms of accountability that link our programs directly to employment and markets, then the wolf truly is at the door. These developments are about advancing proprietary interests at the expense of civic values, liberal education, and transparently public universities.

Even so, some argue that such changes are the necessary and inevitable "costs" of a modern and flexible university. To such enthusiasts, I propose the case of David Strangway's new "private university" in British Columbia.

David Strangway, immediate past-president of the University of British Columbia, has announced he will create a "university" in Squamish, a sawmill town on B.C.'s south-west coast about 30 kilometres north of Vancouver. Times have often been hard in Squamish, and its municipal and business leaders are looking for ways to strengthen the town's economic base.

Dr. Strangway proposes to build a new "university" in the town, diversifying its social and economic base, and thus smoothing the effects of the ups-and-downs of the forest industry. The notion is that a donor will offer a sizeable chunk of land for the new institution, in return for a healthy tax receipt.

The town will re-zone that land so that it can be developed for residential and commercial real estate. A developer will build the entire project, charging whatever the market will bear for residences and business premises on this prime land adjacent to a "university."

Dr. Strangway will sell off portions of his donated land for development, thus raising funds to build the institution and generating an endowment to provide scholarships to young people unable to afford the \$25,000 annual tuition fees he would otherwise charge. All of this will be at no cost to Dr. Strangway and his associates.

Dr. Strangway insists his proposed university will be entirely private and independent of public financial support. He claims it meets the needs of a highly specific "niche market," and thus will not compete with Canada's public universities for students or for capital.

He aims to make the curriculum of the new "university" as liberal as possible, and to require every graduating student to acquire and use at least one Asian language, not to mention one or two Anglo-European ones.

He says his student body will start at 200, and never exceed 800, and that his professors will teach, but do no research. He recently let it be known he would welcome university teachers who would come from UBC or Simon Fraser, either "loaned" to his institution or "moonlighting" for nominal pay — after all, future students might not be easily attracted to a completely research-less university.

There are plenty of reasons to be worried, and in the end opposed to Strangway U (SU).

Dr. Strangway says his university will appeal to a small niche market.

- Does this mean SU is mainly in the business of marketing — niche-marketing — rather than educating?

- Should Canadian universities satisfy niche-markets or should they serve a broader public interest?



David Strangway, past president of the University of British Columbia, says he will create a private university in Squamish.

Bill Bruneau argues if we charter Strangway's university we prepare the ground for universities flying flags of convenience for short-sighted, self-interested investors: "It seems to me that Dr. Strangway would be better off working for the welfare of the public system from which he has long benefited and which he so long helped to lead."

- Is a niche-university, unconcerned with broad questions of cultural, political, and economic development and uncommitted to research, really a "university" [in the usual sense at all?]

- The niche of students who can afford the \$25,000 annual tuition does not exist in isolation of what is happening at other Canadian post-secondary institutions. It surely won't be long before administrators at public universities and ministry of finance people start to say, "Look, if they can charge \$25,000 per annum at SU, we'll forget altogether about limits on tuition. Let's go for full cost recovery. If they can, we can."

Dr. Strangway says his university "won't use public funds, and won't compete with public institutions."

- The land for SU was donated, in return for a tax receipt — likely worth millions of dollars of foregone income tax.

- It was a public body, the Municipality of Squamish, whose re-zoning instantly increased the land value of the property where SU will reside. That value may be realized by SU authorities in future land sales, leases or bond issues. This is indirect public "funding" on a massive scale.

- Canadian students and landed immigrants at SU will likely have access to the Canada Student Loan program, a program supported by the Canadian government and providing a financial benefit to students — and an indirect benefit to SU.

- Despite what Dr. Strangway says, his professors will surely be tempted to do research, someday, somehow. And when they do, they'll look for grants from the publicly-funded granting councils (SSHRC, NSERC, MRC, Canada Council).

- In proposing to "share" UBC and Simon Fraser professors, Dr. Strangway hopes to attract professors whose expertise results from research in publicly-built and publicly-supported laboratories and libraries. This would be a literally incalculable subsidy to SU.

- And finally, it is highly likely SU would one day find itself asking for operating funds from the state, and proba-

bly sooner than later. We have substantial historic precedent in Canada of private institutions seeking direct funds from the state, and the modern examples of Buckingham University (Britain) and Bond University (Australia), both of which began with high hopes of perfect independence from the public purse, and both of which are increasingly dependent on direct and indirect public expenditures.

SU, if it proceeds on plan, will surely draw on Canada's scarce financial resources. After a quarter-century of continuous cuts in public finance for public universities and colleges, and a time of rising Canadian demand for places in post-secondary education, it makes no sense whatever to lay out huge sums of hidden public money for SU (and all other "private" post-secondary education providers, for that matter).

It's worth adding, SU and its kind are or would be in direct competition not just for funds, but also for academic reputation, and for able and excellent professors and students. Considering tuition costs at SU (and since SU will have no adequate library or laboratories for some time, if ever) it would seem the competition might be weak.

But this expensive and untried university must compete with public institutions to persuade people to come. SU wants to lay claim to traditional liberal education, but can it keep the liberal-education "faith" in a tough and competitive environment?

In its desperation for funds, surely it runs the risk of having to surrender to private and proprietary interests, to the detriment of us all.

What we see here is the beginning of a failure of the notions of the public good and public trust in higher education. If we decide now to charter SU, we open ourselves to becoming a home for academic maquiladoras.

Already the University of Phoenix, City University, Gonzaga University, and their like, are moving northward and demanding equal rights (charters, public recognition, indirect public funding — the lot). Under the free-trade regime of the moment, it is hard to resist them, even though they have no commitment whatever to the Canadian public interest.

If we charter SU we prepare the ground for "universities" flying flags of convenience for short-sighted, self-interested investors. We open the door to the idea that enormous tuition fees are acceptable and possible — and thus undermine the Canadian tradition of access to post-secondary education (not that we're anything like accessible enough).

The power to grant degrees confers a public trust. After all, post-secondary education is about the transformation of adults who come to universities and colleges in order to learn, and to develop. University teachers have a huge responsibility. Dare we trust private, niche-oriented (and in some cases, profit-oriented) institutions to do this important public work? Of course not.

The Government of British Columbia should deny SU a charter, and the Government of Canada should ensure SU is denied access to all indirect and direct forms of public funding. SU could still come to exist, but only as a wholly and truly private institution.

Otherwise, it seems to me that Dr. Strangway would be better off working for the welfare of the public system from which he has long benefited and which he so long helped to lead. ■

(Bill Bruneau is with the department of educational studies at the University of British Columbia and past president of CAUT.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.